

ABSTRACT

Human resource has always been one of the most essential property of a company for reaching its vision and mission. PT Kereta Api Indonesia (Persero) is a service sector provider company which the employee hold important role in its activities. Many factors influence their working performance, working discipline is one of them. Through this research, working discipline and performance survey of PT Kereta Api Indonesia (Persero)'s employee in commercial passanger marketing unit will be conducted, and will be found out how working discipline influence the employee working performance.

Type of this research is quantitative by using descriptive-causality anaylisis method. Using simple linear regression anaylisis in data analysis technic. Respondent in this research is the entire of PT Kereta Api Indonesia (Persero) Bandung's employee in commercial passanger marketing unit by total 30 respondents. Sampling technic used in this research is saturated sampling.

Through this research result, concluded that respondent's reaction on working discipline variable has 81,8% percentage which hold a "fine" category and employee performance hold "excellent" category by 85,7% percentage. The working discipline positively and significantly influential on commercial passanger marketing unit employee's working performance in Bandung in 31,7% percentage.

Keywords: *Human Resource Management, Discipline and Performance*