

ABSTRACT

This research was conducted at PT. Intan Pariwara Klaten using work discipline and work motivation as independent variable and employee performance as dependent variable. While the purpose of this research is to know how the influence of work discipline on performance, to know how the influence of work motivation and to know how the influence of employee performance and to find out how much influence work discipline and work motivation on employee performance at PT. Intan Pariwara Klaten.

This research is descriptive and causal research by using quantitative method. Data analysis used descriptive analysis, multiple linear analysis, partial hypothesis test (t test) and simultaneous hypothesis test (F test) and determinant coefficient (R^2 test).

Sampling technique is by probability sampling technique, random sampling, and insidental. Based on the results of questionnaires with 213 respondents, employees' assessment of work discipline included in the high or good category, as well as work motivation included in the high or good category. And employee appraisal of employee performance is either very high or very good.

In the result of hypothesis testing can be concluded that work discipline variable (X_1) and work motivation (X_2) partially have significant effect to performance (Y). This shows that work discipline and work motivation influence is 64,9% to performance.

Keywords: Work Discipline, Work Motivation, Employee Performance, and Multiple Linear Regression