

ABSTRACT

A company must have human resources that are in accordance with its ability to achieve optimal performance results to achieve a company's objectives, one of which is by paying attention to employee work discipline. PT Pos Indonesia (Persero) Bandung realizes that the success of the company depends on the contribution of each employee, which is why PT Pos is committed to achieving excellence that includes being disciplined from each employee. how the influence of work discipline on the performance of employees of PT Pos Indonesia (Persero) Bandung.

Non probability sampling sampling technique using 35 respondents employees of PT Pos Indonesia (Persero) Bandung. The research method used is quantitative with descriptive research types. The analytical method used is Analysis of Simple Linear Regression.

Descriptive analysis results show variables Work discipline falls into the category of not good. Similarly, performance variables fall into the bad category. Based on the test results of the analysis of the coefficient of determination obtained R square of 0.160. This shows that the effect of work discipline variables on the performance variable is 16%. While the remaining 84% is influenced by other factors not examined in this study. The conclusion of this study, the performance of employees of PT Pos Indonesia (Persero) Bandung has entered into the category of not good, but there are some items that need to be improved examples of discipline such as harmony and sanction relationships, thus on employee performance such as cooperation and use of time.

Keywords: Work Discipline and employee performance
