

ABSTRACT

According to Gilley et al., (2009) in Suryadana (2015: 5) The success of a company depends on its ability to manage various kinds of resources it has, one of which is very important is human resources (HR). This opinion focuses on human resources that refers to activities and tasks that are useful in maximizing employee performance. Human resources that focus on the basis of employee performance can certainly help a company in creating various planned goals. In this study the authors considered that the performance of Koffie Tijd's employees was less effective and efficient, this can be seen in terms of the services provided. One of them is a service that is less satisfactory, a simple example is when consumers want to place an order and ask for help, service employees always do their own activities and do not pay attention to consumers so consumers must wait to get service. With this problem, Koffie Tijd must improve the Human Relations Relationship of employee performance, the company needs to apply several regulations regarding work discipline that must be obeyed by every employee. This research was conducted to determine the effect of work discipline on employee performance at Koffie Tijd Café Bandung. By using quantitative methods with the type of descriptive research. Sampling was done by probability random sampling method, with 34 respondents. The data analysis technique used was simple regression analysis.

Based on the test results show the two variables from all dimensions obtain an average in both categories. T test results obtained refer to Table 4.17 above, obtained $t\text{-count} \geq t\text{ table}$ ($5.780 \geq 2.036$) and a significance value of $0.000 < 0.05$, then H_0 is rejected. That is, Work Discipline has a significant effect on Employee Performance. This shows that Work Discipline gives an effect of 38.2% on employee performance, while the remaining 61.8% is influenced by other variables not examined in this study eg on Leadership Style, Work Motivation, Organizational Culture and so on.