

ABSTRACT

The level of discipline of PT. Taka Turbomachinery is low indication that is indicated by an increase in the absence rate. The low level of discipline has an impact on the decline in performance demonstrated by the value of performance that is still not satisfactory. Based on the background, this research aims to empirically assess the effect of working discipline on the employee's performance at PT. Taka Turbomachinery.

To answer research questions, disciplinary level is measured using theories initiated by Suwondo and Sutanto (2015) consisting of 4 dimensions, namely timeliness, dress, and adherence to the company's rules, Answer. Subsequent performance was measured using theories according to Edison et al (2017) consisting of four dimensions, among others, target, quality, time of completion and basic obedience.

The method used is a method of being effective and based on type of smuggled, the research is causal. Data collection techniques are conducted through the dissemination of questionnaires in research samples of 100 employees.

The results showed that the level of discipline and performance level of employees of PT. Taka Turbomachinery belongs to bad or low category. Regression test results show the work discipline has a positive and significant influence on the performance of employees of PT. Taka Turbomachinery. The higher or better the discipline, the better the performance will be. Based on the determination of the influence of work on the employee's performance is 0291% or 29%. Based on these results, the company is advised to improve employee discipline by improving the firmness of employees.

The proper management of work discipline and employee performance will help the company or organization manage the human resources they have in order to work optimally and achieve the target set.

Keywords: work discipline, employee performance