

ABSTRACT

PT. Telkom Indonesia is one of the biggest and best companies in Indonesia based on profit and sales in 2018 according to the website www.aturduit.com. To be the best and biggest company in Indonesia, Telkom has a good employee performance with employee performance that always exceeds the target. This study aims to determine the effect of Work Discipline and Supervision on Employee Performance at PT. Jabodetabek Telkom Regional Division II.

The research method used is quantitative with multiple linear regression analysis. The basic theory on which research is based is Work discipline and supervision. The population in this study were Regional II employees of PT. Telkom Indonesia with a total sample of 95 respondents. Where the sampling technique is probability sampling. This study uses multiple linear regression analysis and hypothesis testing (statistical test t, statistical test f, and coefficient of determination) using SPSS 20 for windows.

The results of this study indicate that respondents' responses to employee performance variables, work discipline variables and supervision variables are in the very good category. Furthermore, the results of the study indicate that work discipline does not significantly influence employee performance partially. While supervision has a significant effect on employee performance partially. And the results of the study show that work discipline and supervision have a significant effect on employee performance simultaneously. The magnitude of the effect of simultaneous seen based on the simple correlation value of 0.464. So, based on the coefficient of determination, discipline and supervision of 21.5% of employee performance, while the remaining 78.5% is influenced by other things outside this study.

Keywords: *Regional II PT. Telkom Indonesia, Work Discipline, Supervision, Employee Performance.*