

## ***ABSTRACT***

Teacher performance is important for the organization. A teacher who has high performance can encourage the achievement of organizational goals. One factor to improve teacher performance is work motivation and work discipline.

The purpose of this study is to learn how to improve work, work coordination, teacher performance in SMA Negeri 2 Tambun Selatan, and to understand how to improve work motivation and move work towards teacher performance simultaneously at SMA Negeri 2 Tambun Selatan.

This research method uses quantitative methods. Data collection was carried out on the teachers of South Tambun 2 Middle School with 73 respondents using saturated sample analysis techniques and using the Likert scale 1-4 with 36 question items. This study uses analytical techniques used are descriptive, multiple linear regression and coefficient of determination.

The results showed the work motivation of teachers, teacher work discipline improve teacher performance in the low category. While the variables of work motivation and work discipline have a significant positive effect on teacher performance in SMA Negeri 2 Tambun Selatan. The amount of work motivation and work discipline towards teachers is 84.5% with medium high motivation, 15.5% different variables.

One of the suggestions proposed for SMA Negeri 2 Tambun Selatan is school management which is expected to improve leadership capabilities, use a system of penalties & rewards and conduct regular monitoring and evaluation of performance.

***Keywords: Work Motivation, Work Discipline, Teacher Performance.***