

ABSTRACT

This research is motivated by problems related to how the company can improve employee performance so that it can support the successful achievement of company goals. This problem is based on a decrease in employee performance which has an impact on company performance. One of the factors in the decline in performance is some employee behavior that does not reflect discipline and lack of motivation to work. This study aims to determine and analyze the effect of work motivation and work discipline on employee performance in the Subdit Perencanaan Perusahaan and Manajemen Program PT Dirgantara Indonesia.

The research method used in this research is a quantitative method with descriptive-causality research. Sampling was done by using a non-probability sampling technique which is used is saturated sampling technique with the number of respondents 75 respondents employees at Sub Directorate Of Corporate Planning and Program Management Indonesian Aerospace Inc. Data analysis techniques used descriptive analysis and multiple regression analysis.

Based on the results of descriptive analysis, work motivation is included in the strong category with a percentage of 79.24%, then work discipline is included in the high category with a percentage of 83.69% and employee performance is also in the high category with a percentage of 74.22. Based on the results of the study, it shows that work motivation and work discipline partially and simultaneously have a significant effect on employee performance in the Sub Directorate Of Corporate Planning and Program Management Indonesian Aerospace Inc. by 23.4% (motivation and work discipline variables) while the remaining 76.6% is influenced by other variables not examined in the study. this.

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