

ABSTRACT

Every company that stands has a goal, so that these goals can be achieved requires human resources. Human resources play a big role in company activities. Human resources are an asset that influences the company's activities. This study aims to determine and analyze the effect of discipline and work motivation on the performance of employees of PT Telekomunikasi Indonesia, Tbk Witel Riau Kepulauan.

This type of research is quantitative using descriptive research methods and multiple regression analysis with the help of SPSS version 26 software. The sample technique used is a saturated sample with a total of 69 employees of PT Telekomunikasi Indonesia, Tbk Witel Riau Kepulauan.

The results showed that the employee performance variable was in the very good category, the work discipline variable was in the very good category and the work motivation variable was in the very good category. Based on the multiple linear regression test, it is found that work discipline and motivation have a significant effect both partially and simultaneously on the employee performance of PT Telekomunikasi Indonesia, Tbk Witel Riau Kepulauan.

Keywords: Human Resources, Discipline, Motivation, Employee Performance