

ABSTRACT

This research is motivated by a decrease in employee performance data so that the target at the Office of the Youth, Sports and Tourism, Pati Regency has not been achieved. This study aims to see, analyze, and examine the effect of work discipline and work motivation on employee performance at the Office of Youth, Sports and Tourism, Pati Regency.

The research method used in this research is quantitative method. The sample used is a saturated sample, with the number of respondents as many as 38 respondents. The data techniques used were interviews, questionnaires, literature study. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

Based on the results of descriptive analysis, work discipline is included in the good category, as well as work motivation is included in the good category and employee performance is in the good category. Based on the results of this study indicate that work discipline and work motivation partially and simultaneously affect the performance of employees at the Office of Youth, Sports and Tourism, Pati Regency by 73%, while the remaining 27% is influenced by other factors not examined in this study.

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