

ABSTRACT

This research is motivated by problems related to how companies can maintain and maintain employee performance so that they can support the success of achieving company goals. This problem is based on the results of data showing that employee performance has decreased in 2019 compared to 2018. This study aims to determine and analyze the effect of motivation and work discipline on the performance of PT Gracia Pharmindo employees in the Finance Division. The research method used in this research is quantitative method with descriptive-causality research type. Sampling was carried out using a saturated sampling technique with the population of this study consisting of 75 employees of the Finance Division of PT Gracia Pharmindo. The data analysis technique used was descriptive analysis and multiple regression analysis.

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