

## **ABSTRACT**

*This research is motivated by the problems of RSUP Dr. M. Djamil Padang wants to be able to continue to provide good service by improving the performance of its employees. This problem is based on the decline in employee performance which is feared to have an indirect impact on company performance. One of the factors is the lack of motivation and work discipline among employees. This study aims to determine and analyze the effect of motivation and work discipline on the performance of employees in the administration department at the Central General Hospital Dr. M. Djamil Padang.*

*The research method used in this research is a quantitative method with descriptive-causality research. Sampling was carried out by using saturated sampling technique, amounting to 70 respondents as the number of respondents in the administration department of RSUP Dr. M. Djamil Padang. Data analysis techniques used descriptive analysis and multiple regression analysis.*

*Based on the results of descriptive analysis, motivation is included in the good category with a percentage of 81.1%, then work discipline is included in the good category with a percentage of 80.40% and employee performance is also in the good category with a percentage of 82.10%. Based on the results of the study, it shows that motivation and work discipline have a significant effect simultaneously and partially on the performance of employees in the Administration section of RSUP Dr. M. Djamil Padang by 49.4%, while the rest is influenced by other variables not examined in this study.*

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