

ABSTRACT

The Ministry of Religion is the ministry that deals with religious issues in Indonesia, which in this case has the duty and responsibility to the state to be able to provide good services related to religious issues. Therefore, to be able to provide good service, the ministry of religion needs to have good resources and infrastructure as well. To get disciplined employees, organizations need to manage employee work discipline at the Office of the Ministry of Religion of Pesisir Selatan Regency.

This study was conducted to determine and analyze the effect of work discipline on the performance of the employees of the Office of the Ministry of Religion of Pesisir Selatan Regency. The independent variable in this study is discipline and the dependent variable in this study is performance.

This study uses quantitative methods with collection techniques using questionnaires distributed to 110 employees of the Office of the Ministry of Religion of Pesisir Selatan Regency. Which has been spread out of 27 questions using a (5) scale. The analytical technique used is descriptive analysis, classical assumption test and simple linear regression analysis.

The results of the study are expected to be a reference for the Office of the Ministry of Religion of Pesisir Selatan Regency to improve discipline through employee socialization so that it will improve employee performance. For further researchers, it is hoped that they can consider and add other independent variables, expand the research object area, and use different analytical techniques.

Keywords: Work Discipline, Employee Performance