

## **ABSTRACT**

*To face this era, the Department of Culture and Tourism of the City of Bandung must make changes to work discipline and career development of its employees so that they can make their employees' performance better. The background in this study is to determine, analyze, and examine the influence of work discipline and career development on employee performance at the Bandung City Culture and Tourism Office.*

*The research method used in this research is quantitative. The sample used is a saturated sample, with a total of 68 respondents. Data collection techniques used are interviews, questionnaires, literature study. The data analysis used is descriptive analysis and multiple linear regression analysis.*

*The results of the partial study show that work discipline has a positive and significant impact on employee performance, the value of  $t_{count} (3,708) > t_{table} (1,997)$ . Partially, it is known that career development has a positive and significant effect on employee performance. It is obtained  $t_{count} (3,601) > t_{table} (1,997)$ . Simultaneously, it is known that work discipline and career development have a significant effect on decisions  $28,800 > F_{table} (1,996)$ . This shows that the influence of the independent variable, namely work discipline and career development on the dependent variable, namely employee performance is 47% while the remaining 53% is influenced by other factors not examined in this study.*

*Keywords: Work Discipline, Career Development, Employee Performance.*