

## **ABSTRACT**

*Sekolah Tinggi Olahraga dan Kesehatan Bina Guna, also known as STOK Bina Guna is a private university in the province of North Sumatra, Indonesia which is engaged in Sports, Physical Education, and Health. The background of this research is the problems faced by Sekolah Tinggi Olahraga dan Kesehatan Bina Guna related to workload, work discipline and employee performance. Therefore, this study aims to analyze and examine the effect of the variables studied in this study, including workload, work discipline, and employee performance at the Bina Guna Health and Sports College in Medan.*

*This study uses quantitative methods with the analytical techniques used are descriptive analysis and multiple linear regression analysis. The sampling technique used is by using a non-probability sampling technique and the type of sampling saturated, with the number of respondents as many as 53 employees.*

*The results of the research conducted by the researcher showed that the workload variable was included in the good category, the work discipline variable was included in the good category and the employee performance was included in the good category. This study shows that there is a positive and significant influence on workload and work discipline on employee performance either partially or simultaneously. This shows that the higher the workload and work discipline, the higher the performance of the employees of Sekolah Tinggi Olahraga dan Kesehatan Bina Guna.*

***Keywords: Sekolah Tinggi Olahraga dan Kesehatan Bina Guna, Workload, Work Discipline, Employee Performance***