

## **ABSTRACT**

*Human resources are assets that are very influential in the company's activities. Having quality resources will improve employee performance. This study aims to determine and analyze the effect of work motivation and work discipline on employee performance at PT Jasa Raharja Cabang Jawa Timur.*

*This type of research is quantitative research using descriptive analysis method and causal research. The data analysis technique used is multiple linear regression analysis. Sampling was carried out using probability techniques totaling 113 respondents from employee of PT Jasa Raharja Cabang Jawa Timur.*

*The results of this study showed that the work motivation variable was included in the good category, while the work discipline variable was a very good category, and the employee performance variable was in the good category. Work motivation and work disciplinr have significant influence toward empoloyees of PT Jasa Raharja Cabang Jawa Timur, either partially or simultaneously.*

**Keywords :** *work motivation, work discipline, employee performance*