

ABSTRACT

PT Bank Negara Indonesia (Persero), Tbk Rengat Branch is a company that wants to excel in competition in the banking industry. Bank Negara Indonesia Rengat Branch is very concerned about employee performance through efforts to encourage performance improvement. Based on the data obtained in the period 2019 and 2020 there was a decline in performance. The purpose of this study was to determine and analyze the effect of motivation and work discipline on employee performance at the Rengat branch of the State Bank of Indonesia.

The research method used in this research is quantitative method with descriptive-causality research type. Sampling was carried out by non-probability sampling technique used was saturated sampling of 55 employees of PT Bank Negara Indonesia Rengat Branch. The data analysis technique used was descriptive analysis and multiple regression analysis.

Based on the results of descriptive analysis shows that the variables of work motivation, work discipline, and employee performance are included in the good category. In addition, based on the results of the study, it shows that work motivation and work discipline partially and simultaneously affect the performance of PT Bank Negara Indonesia (Persero) employees. Tbk Rengat Branch of 53.9% while the rest is influenced by other variables not examined in this study.

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