

ABSTRACT

PT. PLN (Persero) is a BUMN that is committed to providing the best service to every community through the provision of electricity with a reach to various regions. As one of the Customer Service Units (ULP) in Pekanbaru City, the company is very concerned about how the performance of its employees plays a role in achieving company goals. The purpose of this study was to analyze the effect of motivation and work discipline on the performance of PT. PLN (Persero) ULP East City Pekanbaru

The research method uses quantitative methods with descriptive-causality research. Sampling was carried out by saturated sampling totaling 110 employees of PT. PLN (Persero) ULP, East City of Pekanbaru. Data analysis techniques using descriptive analysis and multiple regression.

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. The results of the study show that work motivation and work discipline have a significant effect individually and simultaneously on the performance of employees of PT. PLN (Persero) ULP, East City of Pekanbaru.

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