

ABSTRACT

This research is based on the results of a pre-survey on several employees which show the low level of work discipline and work ethic in some employees which has an impact on decreasing the performance produced by Bapenda Bandung City employees. Therefore, work discipline and work ethic are needed to improve employee performance. This study aims to determine and analyze the effect of work discipline and work ethic on employee performance at Bapenda Bandung City.

The research method used in this study is a quantitative method with a descriptive type of research. Sampling was done by probability sampling technique with the method of proportionate stratified random sampling as many as 72 respondents. The data analysis technique used is descriptive analysis and multiple linear regression analysis.

In all work units, the results of descriptive analysis were obtained, namely, work discipline was included in the very good category with a percentage of 94.5%, then work ethic was included in the very good category with a percentage of 94.4%, and employee performance was included in the very good category with a percentage of 94%. Based on the results of the study, it showed that work discipline and work ethic simultaneously or partially had a positive and significant effect on employee performance at the Bandung City Bapenda by 45.8% while the remaining 54.2% was influenced by other variables not examined in this study.

Keywords: *Work Discipline, Work Ethic, Employee Performance*