

ABSTRACT

Performance is an important aspect of the success of an organization because performance determines success in achieving predetermined work targets. Several factors are considered to affect employee performance in the organization, one of which is motivation and work discipline. The phenomenon at Kantor Dinas Kependudukan dan Pencatatan Sipil Kota Medan explained a decline in employee performance in 2019-2020, accompanied by fluctuations in the level of discipline and motivation of employees through attendance and tardiness data.

This study aims to determine the level of motivation, work discipline and employee performance at Kantor Dinas Kependudukan dan Pencatatan Sipil Kota Medan. In addition, this study aims to analyze the effect of motivation and work discipline on employee performance either partially or simultaneously.

This study used a quantitative method with a questionnaire as a data collection technique distributed to 100 employees of Kantor Dinas Kependudukan dan Pencatatan Sipil Kota Medan. The sampling technique is the convenience sampling method, and the results of the research test are interpreted by the multiple linear regression method.

Based on the results of research processing, it is known that motivation and work discipline has a significant influence either partially or simultaneously on employee performance. Based on the coefficient of determination, it is known that motivation and work discipline has an effect of 58.2% on employee performance at Kantor Dinas Kependudukan dan Pencatatan Sipil Kota Medan. In comparison, the remaining 41.8% is influenced by factors other than motivation and work discipline.

Therefore, to improve employee performance, namely by paying attention to and managing the level of motivation and work discipline possessed by employees so that they can assist employees in optimizing work-based performance. Good performance can provide an organization with results that follow the target and organization.

Keywords: Motivation, Work Discipline, Employee Performance