

ABSTRACT

Human resources are an important asset to achieve goals in an organization. Organizations in order to compete in the industry need to pay attention to and maintain human resources so that setbacks do not occur. PT. Pindad, the transportation infrastructure division, is one of the industrial organizations engaged in the manufacturing industry. However, the decline in performance that has occurred over the past three years has raised concerns for PT. Pindad division of transportation infrastructure. To overcome the decline in performance, the manager of PT. Pindad, the transportation infrastructure division, must come up with a plan to prevent this decline. One of the factors that influence employee performance is work discipline and work motivation.

This research aims to determine how much work discipline, work motivation and employee performance at PT. Pindad division of transportation infrastructure.

The method used in this research is a quantitative method. The population in this study are employees of PT. Pindad division of transportation infrastructure. The sampling technique used in this study was non-probability sampling using the accidental method with a total of 163 employees as respondents. The processed data is primary data using a survey questionnaire. Measuring tool used to measure the statement of each variable in the questionnaire is the validity test and reliability test. The analysis technique used in testing the variables studied included multiple linear regression analysis, correlation coefficient analysis, analysis of the coefficient of determination and hypothesis testing which were processed using IBM SPSS 25 Statistics software.

Based on the results of data processing, it is known that work discipline and work motivation have a positive and significant effect on employee performance partially and simultaneously, it is known that based on the coefficient of determination dictated by work discipline and work motivation have an effect of 68.3% on the performance of PT employees Pindad Transportation Infrastructure Division and the remaining 31.7% is influenced by other variables.

Suggestions that can be submitted to PT. Pindad Transportation Infrastructure Division is paying more attention to improving work discipline and work motivation which is expected to increase work discipline even higher.

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