

ABSTRACT

The Bandung City Health Office is the implementing element for government affairs in the health sector for the Bandung city area. The background of this research is the existence of facts in the form of organizational performance achievement data at the Bandung City Health Office. The data shows that there are fluctuating symptoms in organizational performance achievement indicators so that it hinders employee performance, this has an impact on not achieving organizational goals. This study aims to analyze and test the effect of work motivation and work discipline on employee performance at the Bandung City Health Office.

This study used quantitative methods with the analytical techniques used, namely descriptive analysis and multiple linear regression analysis. The sampling technique used is probability sampling technique with simple random sampling, the calculation uses the slovin formula, with a total of 55 employees as respondents.

The results of research conducted by researchers show that the variables of work motivation, work discipline and employee performance are included in the very good category. Based on the results of hypothesis testing, it shows that there is a positive and significant effect on work motivation and work discipline on employee performance either partially or simultaneously. This is evidenced by $F_{count} > F_{table}$ ($83.042 > 3.18$) with a significance level of $0.000 < 0.005$. Based on the coefficient of determination, it is found that the effect of work motivation and work discipline on employee performance is 76% while the remaining 24% is influenced by other factors not examined in this study.

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