

ABSTRACT

The Malang Regency Health Office serves as an implementing element of the Regional Government in the health sector, with the primary responsibility of carrying out and overseeing certain regional household affairs related to health. Internal agency data reveals issues concerning the performance of employees within the Malang Regency Health Office, as their performance fluctuates on an annual basis. As a public sector entity, the Health Service must strive for excellent employee performance to ensure the provision of optimal services to the community. Work discipline and motivation are key factors that influence employee performance.

The purpose of this study is to determine the levels of work discipline, motivation, and employee performance. Additionally, the study aims to examine the impact of work discipline and motivation on performance, as well as assess the combined effects of discipline and motivation on the performance of employees at the Malang District Health Office.

The method used in this research is a quantitative method. The data collection technique was conducted using a questionnaire distribution method on a sample of 132 employees from the Health Office of Malang Regency. The sample was obtained using a non-probability method and convenience sampling technique. The data analysis method used was descriptive statistical analysis and multiple linear regression, which were processed using IBM SPSS 25 software.

The study's findings it was found that the work discipline and motivation of Malang District Health Office employees were in the fairly high category, for performance in the fairly good category. Based on the results of multiple linear regression analysis, it shows that there is a significant and positive influence partially or simultaneously from work discipline and motivation variables on the performance of Malang District Health Office employees.

The results of this study are expected to be an evaluation material for the Malang District Health Office to pay more attention to solutions to improve work discipline, motivation, and performance of Malang District Health Office employees. Efforts that can be made by agencies are strengthening the supervisory system to ensure employees comply with disciplinary values, being able to provide rewards and recognition for work achievements that have been achieved by employees can provide motivation to continue working as best as possible, providing training and development programs for employees to improve their performance capabilities in carrying out their duties better.

Keywords: *Work Discipline, Motivation, Performance, Public Health Office*