

ABSTRACT

In the mining industry requires qualified human resources (HR) to overcome complex problems. This study was conducted to determine and analyze the effect of work discipline and work motivation on job satisfaction of production staff of PT. Silva Andia Utama. The purpose of this research is to find out how work discipline and work motivation affect the job satisfaction of production staff of PT. Silva Andia Utama.

This research uses a quantitative approach method with descriptive and causality research types. The sample in this study used a saturated sample or the entire population of 57 employees. Technical data analysis using multiple linear regression analysis with SPSS Version 29 software.

The results of this study indicate that work discipline and job satisfaction are in the good category and work motivation is in the good enough category. The results of this study also show that work discipline and work motivation have a positive and significant effect on the job satisfaction of PT. Silva Andia Utama production staff both partially and simultaneously.

Keywords: *Human Resources, Work Discipline, Work Motivation, Job Satisfaction*