

ABSTRACT

The increasing competition among companies necessitates stakeholders to pay attention to their human resources. Human resources are no longer considered merely supportive but rather a primary factor in success. They are central to any organization, created for the vision, mission, and goals that benefit people and are managed and overseen by people. Therefore, human resources remain a key factor in all organizational activities.

At Kuningan Medical Center Luragung General Hospital (RSU KMC Luragung), there has been unstable employee performance data from January 2023 to September 2023, which forms the background of this research. It is assumed that the decline and instability in employee performance are caused by two variables studied: work ethic and employee discipline.

The aim of this research is to understand how work ethic and employee discipline influence employee performance at RSU KMC Luragung. This study falls under quantitative research, using multiple linear regression analysis with SPSS Version 23 software and descriptive analysis techniques.

The research results indicate that both work ethic and employee discipline are categorized as "very good." Together, work ethic and employee discipline have a positive and significant influence on employee performance, accounting for 69.9%, with the remaining 30.1% influenced by other variables not covered in this study. Specifically, work ethic alone influences employee performance by 46.4%, and employee discipline alone influences performance by 45%.

This research is expected to assist RSU KMC Luragung in assessing the levels of work ethic and employee discipline with the goal of improving employee performance in the future.

Keywords : Work Ethic, Wok Discipline, Employee Performance, Human Resources, Organization