

ABSTRACT

Human resources are an important asset to achieve goals in an organization. PT. Gunajaya Santosa is one of the textile industries engaged in Fabric Dyeing & Finishing. However, the increase and decrease in performance that has occurred over the past three years has had an impact on PT. Gunajaya Santosa. To overcome the decline in performance, the manager of PT. Gunajaya Santosa must make plans to prevent the decline. The research conducted aims to determine how much work discipline, work motivation affects employee performance at PT. Gunajaya Santosa.

The method used in this research is quantitative method, with descriptive and causal analysis. The sampling technique was carried out using saturated sampling technique, namely 260 respondents. Data collection was carried out through a questionnaire that had been tested for validity and reliability, using five answer options, strongly agree, agree, moderately agree, disagree, and strongly disagree, used to describe respondents' responses to each statement item categorized into 5 categories with a maximum value of 5 minimum 1. The variables that have been studied are included in the very good category. From the results of this research, namely work discipline (X1), work motivation (X2) has a positive and significant effect on employee work productivity.

Keywords: Work Discipline, Work Motivation, Performance