

## **ABSTRACT**

*In an effort to improve the quality of health services in the Bangka Belitung Islands Province, employee performance is one of the crucial aspects that must be considered. Optimal performance can be achieved through various factors, including work discipline and work motivation. However, the data shows that there are obstacles in work discipline and motivation that affect the performance of employees of the Bangka Belitung Islands Health Office. Therefore, this study sought to find out the effect of work discipline and work motivation on employee performance at the agency. The purpose of this study was to determine the effect of work discipline on employee performance, the effect of work motivation on employee performance, work discipline and work motivation on employee performance at the Bangka Belitung Islands Health Office.*

*The objectives of this study were to: 1) find out the work discipline of employees of the Bangka Belitung Islands Health Service; 2) find out how the work motivation of employees of the Bangka Belitung Islands Health Service; 3) find out the performance of employees of the Bangka Belitung Islands Health Service; 4) find out the effect of work discipline on the performance of employees of the Bangka Belitung Islands Health Service; 5) find out the effect of work motivation on the performance of employees of the Bangka Belitung Islands Health Service.*

*The approach used in this research is a quantitative approach with descriptive analysis. Data were collected through questionnaires distributed to all employees of the Bangka Belitung Islands Health Office, totaling 147 people. The data collection technique was carried out by survey method through the distribution of 54 statements measured using a 5-point Likert scale. The data analysis method used was Partial Least Square Structural Equation Modeling (PLS-SEM).*

*The results showed that work motivation has a significant influence on employee performance. This shows that the variable that significantly affects employee performance is work motivation compared to work discipline.*

*Work motivation has a Path Coefficient value of 0.788, a T-Statistic of 22.027 or a P-Value of 0.000. In contrast, work discipline with a T-Statistic value of 0.008 or a P-Value of 0.994 does not show a significant effect on employee performance.*

**Keywords:** *Work Discipline, Work Motivation, Employee Performance, SEM-PLS*