

ABSTRACT

This research was conducted to determine the influence of work discipline and job satisfaction on the performance of employees of Perum Bulog Regional Office of South Sulawesi and South Sulawesi. The purpose of this research is to determine and analyze employee work discipline, determine and analyze employee job satisfaction, understand and analyze the influence of work discipline partially or simultaneously on employee performance at Perum Bulog Kanwil South Sulawesi and South Sulawesi.

This research uses quantitative research methods using multiple linear regression analysis and descriptive analysis. The sampling technique used in this research is a saturated sampling technique. Determining the sample using a technique means that the entire population is used as a sample.

Based on the results of descriptive analysis on the work discipline variable, the results were 94.7% which was in the very good category. The results of descriptive analysis on the job satisfaction variable showed a result of 93.3% which was in the very good category. The results of the descriptive analysis on employee performance variables obtained a result of 91.8% which was in the very good category. Based on the results of the regression analysis, work discipline and job satisfaction influence employee performance, it can be proven by the coefficient value of the work discipline and job satisfaction variables of 1,726 and a significance value of 0.000 (smaller than 0.005).

The conclusion of this research is that work discipline and job satisfaction simultaneously influence the performance of Perum Bulog employees at the South Sulawesi and South Sulawesi Regional Offices. However, companies need to provide adequate facilities, conditions and situations so that employees feel at home and are able to improve their performance to the maximum.

Keywords: Work Discipline, Job Satisfaction, Employee Performance