

ABSTRACT

Momis Bakery & Pastry is a company operating in the food and beverage (F&B) sector in Bandung. Business competitiveness in the F&B sector is currently growing rapidly. Human resource management is one of the supports that influences company development so it is very important to pay attention to. Based on the results of interviews with the leadership of the company, the most dominant evaluation result was that there were still frequent violations of applicable regulations at Momis Bakery & Pastry. This shows that there are indications that cause a decrease in employee performance.

The purpose of this research was to determine the effect of work discipline on employee performance at Momis Bakery & Pastry. In this research, questionnaires were distributed to 60 Momis Bakery & Pastry employee respondents.

The method used in this research is simple linear regression analysis. The sample used in this research used the Slovin formula with accidental sampling technique with 60 employees as respondents.

Based on the results of hypothesis testing, it is known that work discipline has a positive and significant effect on employee performance. The coefficient of determination using (R square) shows the effect of work discipline on employee performance is 42%, the remaining 58% is influenced by other variabls that not examined in this research.

The research results show that work discipline greatly influences employee performance. Therefore, Momis Bakery & Pastry's work discipline must be further improved and more firm in enforcing discipline to all employees. One way is to implement a progressive work discipline system. With good work discipline, employee performance in carrying out their responsibilities and responsibilities will be maximized.

Keywords: human resource management, work discipline, and employee performance