**ABSTRAK**

*Peningkatan kualitas Sumber Daya Manusia mutlak dibutuhkan dalam rangka pembangunan karena manusia merupakan sumber daya yang utama dan sangat berpengaruh terhadap tercapainya tujuan perusahaan, terutama apabila prestasi kerja setiap tahunnya meningkat. Untuk mencapai prestasi kerja yang optimal, maka diperlukan pengelolaan yang baik pula terhadap faktor-faktor yang mempengaruhi prestasi kerja tersebut diantaranya yaitu faktor motivasi kerja dan disiplin kerja.*

*Penelitian ini dilakukan di PT. Pos Indonesia (Persero) Direktorat SDM yang berlokasi di Jl. Cilaki no 73 Bandung, dengan judul “Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Prestasi Kerja Di PT. Pos Indonesia (Persero) Direktorat SDM”.*

*Masalah penelitian ini adalah bagaimana persepsi karyawan mengenai Motivasi Kerja dan bagaimana persepsi karyawan mengenai Disiplin Kerja, serta berapa besar pengaruh Motivasi Kerja dan Disiplin Kerja terhadap Prestasi Kerja di PT. Pos Indonesia (Persero) Direktorat SDM.*

*Metode penelitian yang digunakan adalah metode Deskriptif dan Verifikatif. Hipotesis penelitian yaitu “Motivasi Kerja dan Disiplin Kerja berpengaruh terhadap Prestasi Kerja karyawan di PT. Pos Indonesia (Persero) Direktorat SDM”.*

*Populasi ini mempunyai sebanyak 150 dengan sampel 60 orang, teknik sampling yang digunakan pada penelitian ini adalah probability sampling, peneliti mengumpulkan data melalui wawancara, observasi dan kuesioner.*

*Analisis pengolahan data yang digunakan yaitu regresi linier berganda, korelasi berganda, koefisien determinasi, uji hipotesis secara parsial (Uji t) dan uji hipotesis secara simultan (Uji f). Hasil analisis regresi linier berganda di peroleh persamaan regresi Y = 5.999 + 0.484 X1 + 0.330 X2 dimana adanya pengaruh motivasi kerja dan disiplin kerja terhadap prestasi kerja karyawan sebesar 75.2%. Hasil uji individu pengaruh motivasi kerja terhadap prestasi kerja menunjukan nilai 46.1% dan pengaruh disiplin kerja terhadap prestasi kerja menunjukan nilai 29.0%.*

***Kata kunci : Motivasi Kerja, Disiplin Kerja, Prestasi Kerja***

**ABSTRACT**

*Improving the quality of human resources is absolutely necessary in order for human development is a major resource and greatly affect the achievement of corporate objectives, particularly if job performance annually increased. To achieve optimum performance, it is necessary to good management is also on the factors that affect the job performance among which factors work motivation and work discipline.*

*This research was conducted at PT. Pos Indonesia (Persero) Directorate of Human Resources located on Jl. Cilaki No. 73 Bandung, titled "Influence of Work Motivation and Work Discipline Against Job Performance At PT. Pos Indonesia (Persero) Directorate of Human Resources ".*

*The problem of this research is how the perception of employees regarding work motivation and how employees' perceptions about Work Discipline, and how much influence Work Motivation and Discipline Working towards Job Performance in PT. Pos Indonesia (Persero) Directorate of Human Resources.*

*The method used is descriptive and verification methods. The study hypothesis was that "Work Motivation and Work Discipline effect on Job Performance of employees at PT. Pos Indonesia (Persero) Directorate of Human Resources ".*

*This population has 150 with a sample of 60 people, the sampling technique used in this study is a probability sampling, researchers collected data through interviews, observation and questionnaires.*

*Analysis of data processing used is multiple linear regression, correlation, coefficient of determination, hypothesis testing partially (t test) and test hypotheses simultaneously (test f). The results of multiple linear regression analysis obtained regression equation Y = 5999 + 0484 + 0330 X2 X1 where the influence of motivation and discipline of work on employee performance amounted to 75.2%. The test results of individual work motivation influence on work performance showed the value of 46.1% and the effect of work discipline on work performance showed the value of 29.0%.*

***Keywords: Work Motivation, Discipline Work, Job Performance***