

ABSTRAK

This research was conducted in Perum Bulog Gudang Cimindi, a company engaged in regional and national food supplies, which must maintain the stability of food supply therefore must be supported by sufficient employees and good organization.

The purpose of this study to determine the effect of work performance motivation variables, to know the effect of work discipline variables on performance and to determine the effect of work motivation and work discipline on performance.

In this study conducted on the Bulog Warehouse Cimindi where this research by distributing questionnaires on all employees of Bulog Warehouse Cimindi. Questionnaire division itself aims to collect data and will be processed, so to know how much influence of work motivation and work discipline on employee performance. With the population for this study as many as 40 employees and samples taken in this study as many as 37 employees or respondents, in this study using sampling technique is simple random sampling. While for validity test done by product moment correlation test and using software spss 19, where every statement of answer from respondent tested and reliability test using alpha Cronbach. Measurers proved to be valid and reliable for research instruments.

In this research using path analysis method (path analysis) is a method to determine the influence of each variable to be studied. In this research, there are 2 unbound variable that is work motivation variable and work discipline then the dependent variable is employees performance variable.

Judging from the result of data processing, the influence of work motivation and work discipline is 88.7% and the rest 11.3%, while the influence of work motivation on employee performance is 55.7% with the remaining 44.3%, and for the work discipline variable on the performance 41 , 2% with the remaining 58.8%.

Based on the results obtained from the lowest score on work motivation variables the authors suggest reducing the pressure and reducing the workload on performance, the Company also needs to review the rules that make employees discipline in work and the Company also needs to provide motivations that will enhance cooperation between Fellow employees and improve employee performance.

Keywords: Work Motivation, Work Discipline, Employee Performance.