

## **ABSTRACT**

*Humans are the most important resource in an organization, institution or company without difficult the human aspect of the organization's mission and goals set. It can be said also when the human factor is not there then the organization concerned nor is there because of the perpetrator or the object you want addressed by an organization.*

*This study aim to determine how much influence work discipline and work motivation on empolyee performance in PT. Chemco Harapan Nusantara (CHEMCO) either partially or simultaneously. The method used is descriptive and verificationwith a sample of 71 respondents. Data collection techniques used is multiple linier regression analysis, multiple correlation analysis, coefficient of determination analysis and hypothesis testing.*

*The result showed that the work discipline, work motivation and empolyee performance in PT. Chemco Harapan Nusantara (CHEMCO) can be quite good. Work discipline and work motivation influence on employee performance improvement in the amount of 76,6%. The dominant influence of the independent variables is work motivation with a coefficient of 44 %. While the work discipline of the coefficient of 32,6 %.*

***Keywords: Work Discipline, Work Motivation, and Employee Performance.***