

## **ABSTRACT**

*The problem of this research is that the performance of employees in the human resources division of PT. Pos Indonesia (Persero) Head Office Cilaki Bandung. The focus of the study is directed at the factors that affect employee performance. Work discipline and organizational commitment are factors that are thought to have an influence on employee performance. Based on this, this study examines three variables, namely the work discipline variable, the organizational commitment variable, and the employee performance variable. The purpose of this study was to analyze the effect of work discipline and organizational commitment on employee performance.*

*This study uses descriptive and verification methods, the sampling technique used is saturated sampling with a total sample of 55 respondents. Data collection techniques used were observation, interviews and distributing questionnaires. The data analysis method used is validity and reliability test, multiple linear regression analysis, multiple correlation analysis, and coefficient of determination.*

*Based on the results of the analysis of the effect of work discipline and organizational commitment on employee performance simultaneously is 67.6%. While partially work discipline has a greater effect than organizational commitment because based on the calculation of work discipline it affects employee performance by 34.9% while organizational commitment affects employee performance by 32.7%.*

**Keywords:** *Work Discipline, Organizational Commitment and Employee Performance*