

ABSTRACT

This research was conducted because of problems regarding work discipline, employee commitment, and work motivation. Work discipline is the key to the success of a company or organization with human resource policies in carrying out their work duties, as well as employee commitment which is an important instrument and must be owned by employees in order to make an optimal contribution. This shows that the role of work discipline, employee commitment and work motivation are the main keys that employees should have in the sustainability of a company or organization. This research was conducted at the UPTD Lelea Health Center, Indramayu Regency. This study consists of three variables namely work discipline, employee commitment as the independent variable and work motivation as the dependent variable. The research aims to determine the effect of work discipline and employee commitment to work motivation. The research object was the Lelea Health Center UPTD employees, Indramayu Regency, with 34 respondents. The method used is descriptive analysis and verification analysis, with data collection techniques by interviews, questionnaires and observation. The results of this study indicate that the effect of work discipline and employee commitment on work motivation is 94.7%. Partially, work discipline has an effect on work motivation by 74.3%, and employee commitment has an effect on work motivation by 20.4%. The Work Discipline Variable has a greater influence on Work Motivation than Employee Commitment. It can be concluded that work discipline and employee commitment have a positive effect on work motivation.

Keywords: Work Discipline, Employee Commitment, Work Motivation