

ABSTRACT

This research was motivated by poor employee motivation and work discipline which had an impact on the poor performance of employees at the Regional Civil Service Agency of West Java Province. This research aims to find out how much influence motivation and work discipline have on employee performance at the Regional Civil Service Agency of West Java Province, both simultaneously and partially. The research method used was descriptive and verification methods with a sample size of 103 respondents. The data analysis and hypothesis testing methods used are multiple linear regression analysis, multiple correlation analysis, analysis of simultaneous coefficient of determination and partial coefficient of determination, simultaneous hypothesis testing and partial hypothesis testing. The results of the research show that there is a positive and significant influence between motivation and work discipline on employee performance at the Regional Civil Service Agency of West Java Province, which is simultaneously 74.1%. while partially the influence of motivation on employee performance is 51.6%, and the influence of work discipline on employee performance is 22.5%.

Keywords: Motivation, Work Discipline and Employee Performance