

## **ABSTRACT**

*In this study, employee performance problems were found at Perum Perhutani PHW I Bogor, the problem of this study is the suboptimal employee performance caused by low work motivation and work discipline among employees of Perum Perhutani PHW I Bogor. Work motivation and work discipline are factors that are thought to influence employee performance. This study was conducted based on the results of a pre-survey of employee performance variables at Perum Perhutani PHW I Bogor, obtaining an average score of 2.96, which is included in the poor category, indicating that employee performance at Perum Perhutani PHW I Bogor is not good. The research method used is descriptive and verification methods. The sampling technique used is non-probability sampling which uses a saturated sampling technique with a sample size of 79 respondents. The data analysis methods used are validity and reliability tests, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing using SPSS Statistic 26. The results of the study indicate that there is a positive and significant influence between work motivation and work discipline on employee performance at Perum Perhutani PHW I Bogor. The magnitude of the influence of work motivation, and work discipline on employee performance simultaneously is 77.3%. While partially the magnitude of the influence of work motivation on employee performance is 37.5%, and the influence of work discipline on employee performance is 39.8%.*

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