

## **ABSTRACT**

*This study aims to examine the effect of employee welfare and work discipline on employee productivity at PT Perkebunan Nusantara Regional Unit Kebun Sedep in Bandung. The independent variables in this study are employee welfare and work discipline, while the dependent variable is employee productivity. The research method used is a quantitative approach with descriptive and verificative methods. Data were collected through questionnaires distributed to employees using a simple random sampling technique. The collected data were analyzed using instrument testing, classical assumption tests, multiple linear regression analysis, and hypothesis testing with the assistance of SPSS software. The results show that descriptively, employee welfare, work discipline, and employee productivity are in a fairly good category. Partially, both employee welfare and work discipline have a significant effect on employee productivity. Simultaneously, these variables also have a significant effect on employee productivity. However, the influence is relatively low, indicating that there are other factors outside this study that also affect employee productivity. In conclusion, employee welfare and work discipline play an important role in improving employee productivity, although further improvements in other aspects are still needed to achieve more optimal results.*

*Keywords: Employee Welfare, Work Discipline, Employee Productivity*