

ABSTRACT

The effect of Work Discipline and Work Motivation on Employee Performance Through Job Satisfaction at PT Altrak 1978 Sparepart Division Jakarta.

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This study aims to test and analyze the effect of discipline and work motivation on employee performance through job satisfaction. The research method used is a quantitative approach with survey techniques through questionnaires and the research sample consists of 109 respondents who are employees of PT Altrak 1978 Sparepart Division Jakarta. This analysis uses Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPls software to test the direct and indirect effect of work discipline, work motivation, job satisfaction, and employee performance. The results show that work discipline has a significant effect on employee performance, work motivation has an effect on job satisfaction, then job satisfaction which is a mediating variable on work discipline and work motivation has no effect on employee performance at PT Altrak 1978, Jakarta spare parts division.

Keywords: *Work Dicipline, Work Motivation, Employee Performance, and Job Satisfaction.*