

## ABSTRACT

### **THE EFFECT OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE THROUGH WORK DISCIPLINE AS AN INTERVENING VARIABLE IN THE PRODUCTION DEPARTMENT AT PT CIOMAS ADISATWA UNIT PARUNG**

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This study aims to test and analyze work motivation on employee performance through work discipline with a quantitative approach. The success of a company in achieving its goals is influenced by the productivity of its human resources. Employee performance, both individual and team, is influenced by 2 (two) factors, namely work motivation and work discipline. The object of this study is the Employees of PT Ciomas Adisatwa Unit Parung in the Production Department, with a population of 101. This study uses a quantitative method through the distribution of questionnaires with 81 respondents and data analysis techniques using the Smart PLS program which is also known as PLS-SEM.

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