

ABSTRACT

The Influence of Work Motivation and Work Discipline on Employee Performance at PT VRS

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This study aims to determine the extent of the influence of the independent variables, namely work motivation and work discipline, on the dependent variable, namely employee performance at PT VRS. The research method used is quantitative method using multiple linear regression analysis technique and SPSS software version 25. The population in this study consisted of 37 employees of PT VRS. The sampling technique chosen in this study is non-probability sampling with saturated sampling type. The results of simultaneous testing in this study explain that there is a positive and significant influence between work motivation and work discipline on employee performance at PT VRS. Similarly, with partial testing, each independent variable (Work Motivation and Work Discipline) has a positive and significant influence on the dependent variable (Employee Performance).

Keywords: Employee Performance, Motivation, Discipline