

ABSTRACT

This study was conducted to determine the effect of work discipline on employee performance at the Office of the Regional Civil Service Agency of West Java Province. The purpose of this study was to determine and analyze how work discipline, employee performance, and the influence of the influence of work discipline and performance at the Regional Civil Service Agency of West Java Province.

This study uses quantitative descriptive. Sampling technique used was simple random sampling type under probability sampling, with the total number of 60 respondents. The data was simple linier regression analysis.

Based on thr results of a simple linear regression test, the respondent's response to work discipline was in a good category with a score of 79.36%. While the respondents' responses regarding employee performance are in a good category with a score of 72.29%. The results of the study also show that work discipline variables (X) had a positive and significant effect on employee performance (Y). The result show that work discipline has an effect of 37,33% towards employee performance, meanwhile the rest are affected by another variable thar are not researched in this research.

Keywords: *Human Resource Management, Work Discipline, State Civil Apparatus, Employee Performance*