

ABSTRACT

PT. Bank Negara Indonesia (Persero) is one of the State-Owned Enterprises in the banking sector in Indonesia. Based on internal data and the results of Preliminary tests that have been carried out at PT. Bank Negara Indonesia (Persero) KCU Bandung shows fluctuating employee performance data every period, while employee discipline data shows poor results, shown by the delay every month, and also the lack of employee enthusiasm in work programs held by the company and work results that have not been optimal.

This study aims to determine the description of Work Motivation and Discipline that occurs at PT. Bank Negara Indonesia (Persero) KCU Bandung and its influence on Employee Performance at PT. Bank Negara Indonesia (Persero), KCU Bandung.

The approach in this research is to use a quantitative method using IBM SPSS 25. While the analysis method used is descriptive analysis. The data collection method used was through the distribution of questionnaires with 41 items of statements using a four-point Likert scale to the employees of PT. Bank Negara Indonesia (Persero) KCU Bandung using 188 respondents. The sampling technique used by researchers in this study is Non-Probability Sampling that is convenience sampling.

The results of this study prove that the R value is 0.792 and the coefficient of determination or R Square is 0.627 or 62.7%. So, it can be interpreted that the independent variable Motivation (X1) and Work Discipline (X2) has an influence on Employee Performance (Y) as the dependent variable of 62.7%. This study shows that motivation partially has a significant effect on employee performance, work discipline partially has a significant effect on employee performance, and motivation and work discipline simultaneously influence employee performance

Keywords : Motivation, Work Discipline, Employee Performance