

ABSTRACT

Every company wants to improve employee performance so that company goals can be achieved by improving employee performance. Therefore, companies need to know the factors that affect employee performance. One of the factors that affect employee performance is work discipline. Companies must pay attention to how disciplined employees work in carrying out activities in the company.

The purpose of this study was to determine the work discipline in CV. Vicci Bandung, knowing the performance of employees at CV. Vicci Bandung, and knowing the effect of work discipline on employee performance at CV. Vicci Bandung.

The method used in this study is a quantitative method. Data was collected by distributing questionnaires to 100 respondents as a sample of population data. Processing data in this study using SPSS 26 software. In explaining the results of the study, data analysis techniques used descriptive analysis, classical assumption test, and simple linear analysis.

The results of data processing indicate that the level of work discipline and employee performance of CV. Vicci Bandung is included in the very high category. The influence of work discipline on employee performance is 0.217, which means that the independent variable, namely work discipline, has an effect on employee performance of 21.7%.

Suggestions that can be put forward in research for CV. Vicci Bandung are CV. Vicci Bandung should be able to maintain a harmonious relationship with fellow employees and superiors with good behavior, and always firm in taking actions that affect employee discipline such as compliance with SOP.

Keywords: Work discipline, Employee performance