

ABSTRACT

Integrated Islamic Junior High School (SMPIT) Al-Uswah Tuban is a learning institution engaged in the world of education. Based on the results of interviews and secondary data, it was found that the phenomenon that occurs in organizational commitment at SMPIT Al-Uswah Tuban is the number of employees leaving school, the phenomenon that occurs in work motivation is the number of employees who often take permission not to come to work, and the phenomena that occur on the work discipline of SMPIT Al-Uswah Tuban employees is the number of employees who are late and do not attend briefings.

This study aims to find out how organizational commitment, work motivation and work discipline on SMPIT Al-Uswah Tuban employees, find out how organizational commitment influences work discipline, motivation on employee work discipline and to determine the effect of commitment and motivation on employee discipline at SMPIT Al- Uswah Tuban.

The research method used is descriptive and causal with data collection techniques by distributing questionnaires to employees with a population of 65 respondents and using the saturated sample method for determining the sample. This study uses multiple linear regression analysis with SPSS 25.

Based on the research results, it was found that the level of organizational commitment of SMPIT Al-Uswah Tuban employees was in the high category, the level of work motivation among SMPIT Al-Uswah Tuban employees was high and the level of work discipline among SMPIT Al-Uswah Tuban employees was high. Based on the results of multiple linear regression analysis, it shows that there is a significant positive influence on organizational commitment and work motivation on the work discipline of SMPIT Al-Uswah Tuban employees.

The results of this study are expected to be used as evaluation material for SMPIT Al-Uswah Tuban to pay more attention to matters that become solutions to increase organizational commitment, work motivation, and work discipline of employees at SMPIT Al-Uswah Tuban. Efforts that can be made by increasing employee salaries, giving awards to outstanding employees, placing employees according to their expertise, involving employees in decision making and promotion.

Keywords: *Commitment, Motivation, Work Discipline*