

ABSTRACT

To accomplish its objectives, an organization necessitates human resources exhibiting optimal performance. Performance, alternatively referred to as the ultimate outcome of an employee's labor, is contingent upon the employee's potential to perform at a high level. Hence, an employee capable of delivering work results in line with the company's mandates is one who possesses good performance potential.

Drawing on the attendance roster of the employees at the Sukaraja Health Center, it is discernible that the motivation levels of the employees have not attained a state of complete efficacy, given the increased incidence of employee absenteeism during the year 2022. Similarly, in view of the register of employee tardiness at the Sukaraja Health Center, it is notable that the employees have yet to exhibit an unwavering commitment to a disciplined work ethic, as evidenced by the heightened number of employees arriving late in the year 2022.

The purpose of this research is to investigate the impact of motivation and work discipline on the performance of employees at the Sukaraja Health Center. A quantitative research design is employed in this research, utilizing a saturated sample technique. Data collection is conducted through the dissemination of questionnaires to 60 respondents, and the research findings are subjected to processing and analysis via the descriptive analysis and Structural Equation Model (SEM) techniques.

According to the results of the descriptive analysis, motivation and work discipline are classified as being of a very high standard, while employee performance is categorized as good. The findings of the Structural Equation Model (SEM) analysis, using SmartPLS 3 software, indicate that motivation does not significantly impact employee performance, whereas work discipline significantly influences employee performance, as evidenced by the path coefficient and t-statistic values.

The researcher's recommendations for future studies are as follows: to conduct research on different objects of research or institutions to better comprehend the relationships between each variable in the organization under

examination, to expand the research scope by employing a larger sample size, and to utilize different variables while also considering the use of the same variables with different analytical techniques.

Keywords: Human Resources, Motivation, Discipline, Performance, Health Center