

ABSTRACT

This study aims to analyze the influence of Work Discipline and Work Motivation on Employee Performance at the Bandung City Health Office. The background of this research is based on fluctuations in the performance achievements of both individuals and the organization, indicating problems in the implementation of employee duties and responsibilities. This study uses a quantitative approach with data collected through questionnaires distributed to 130 active employees. The analytical method used is Partial Least Squares-Structural Equation Modeling (PLS-SEM) and Multi Group Analysis (MGA) to analyze the influence of Work Discipline and Work Motivation on Employee Performance in each gender group separately. The results of the study show that Work Discipline and Work Motivation have a positive and significant influence on Employee Performance, both in the male and female employee groups. These findings emphasize the importance of human resource management through strengthening discipline and motivation to achieve optimal performance in the public service sector.

Keywords: *Work discipline, work motivation, employee performance, public service.*