

## **ABSTRACT**

### **THE INFLUENCES OF WORK DISCIPLINE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. BANIAH RAHMAT UTAMA**

**By:**

**CORNELLIUS OLIVER**

E-mail: [olivercornellius@gmail.com](mailto:olivercornellius@gmail.com)

This study aimed to examine the influences of work discipline and motivation on employee performance at PT. Baniah Rahmat Utama. The research applied an associative quantitative method. Primary data were collected through questionnaires distributed to 31 employees of the company. A probability sampling technique with a saturated sampling approach was used. The data were analyzed using multiple linear regression, supported by t-tests and F-tests for hypothesis testing, then processed using SPSS version 27. The result showed that work discipline and work motivation, either simultaneously or partially, had no significant influences on employee performance. At last, this study has provided an overview of strategies for improving employee performance in support of the company's development.

**Keywords:** Work Discipline, Work Motivation, Employee Performance

