

## ***ABSTRACT***

Regional development is the responsibility of local governments, implemented through regional apparatus, including the *Badan Kepegawaian dan Pengembangan Sumber Daya Manusia* (BKPSDM – Civil Service and Human Resources Development Agency). Organizational performance is strongly influenced by the quality of employee performance, which in turn is affected by work discipline and motivation. Preliminary observations revealed discipline-related issues, such as inconsistent application of sanctions and weak coaching, as well as motivation-related problems, such as limited provision of rewards and perceived unfairness in performance evaluations. This study aims to analyze the influence of disciplinary measures and motivation by the Head of BKPSDM on the performance of BKPSDM employees in Cirebon Regency.

This research employed a quantitative method, with data collected through questionnaires, observations, and document reviews. Data analysis was conducted using Pearson correlation, multiple linear regression, and Confirmatory Factor Analysis (CFA) to test construct validity. The study involved 80 respondents.

The results show that discipline has a very strong correlation with performance ( $r = 0.883$ ;  $p < 0.001$ ), as does motivation ( $r = 0.864$ ;  $p < 0.001$ ). Simultaneous testing using multiple linear regression produced an  $R^2$  value of 0.798, indicating that 79.8% of performance variation is jointly explained by these two variables. The highest-scoring dimensions of discipline were Firmness (90%), Leadership Role Modeling (88%), and Close Supervision (88.25%). Meanwhile, for motivation, all three dimensions—Expectancy, Instrumentality, and Valence—scored above 80%, with consistency in reward provision rated in the “strongly agree” category (86%).

The study concludes that both discipline and motivation significantly influence employee performance, both individually and jointly. The implementation of firm and fair disciplinary measures, combined with a transparent motivation system aligned with employee needs, creates an effective synergy to enhance organizational productivity and performance quality.

**Keywords : Dicipline, Motivation, Organizational Performance**