

## ABSTRACT

The study, entitled "The Effect of Performance and Discipline on Work Productivity of Workers at PT Pelabuhan Indonesia (Persero) Regional 2 Cirebon," is due to suboptimal Worker Performance and Discipline within PT Pelabuhan Indonesia (Persero) Regional 2 Cirebon, which impacts Work Productivity.

This study employed a quantitative research method. Data collection used a questionnaire. A population of 60 workers at Regional 2 Cirebon Port completed the questionnaire. To determine the influence of the Independent Variables (Performance) ( $X_1$ ), Discipline ( $X_2$ ), and the Dependent Variable (Work Productivity) ( $Y$ ), correlation and regression analyses were used.

The results of the study, based on the t-test calculation, showed that the performance variable ( $X_1$ ) had a calculated t-value greater than the t-table ( $5.932 > 2.002$ ) and a significance value less than 0.05 ( $0.00 < 0.05$ ). The results for the discipline variable ( $X_2$ ) showed a calculated t-value greater than the t-table ( $3.6994 > 2.002$ ) and a significance value less than 0.05 ( $0.00 < 0.05$ ). The results of the Work Productivity ( $Y$ ) f-test, which compared the calculated and table f-values, yielded a calculated f-value of 125.163, which is greater than the table f-value of 3.16 ( $60.952 > 3.16$ ). This corresponds to the significance value obtained, which is  $0.00 < 0.05$ .

From these test results and the values obtained, it can be concluded that performance and discipline jointly have a positive and significant effect on employee work productivity.

This study recommends that management integrate performance improvement programs and work discipline simultaneously, as the two are interrelated and have a direct impact on productivity. Therefore, the implemented HR management strategy should include improving technical skills, strengthening positive work behaviors, and establishing a supportive organizational culture.

Keywords: Performance, Discipline and Work Productivity