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Employee performance is the result of work that must be done by an employee to carry out their functions and responsibilities. Improving employee performance requires an understanding of the factors that influence it, including: employee work discipline. This study aims to describe employee work discipline and performance, and analyze the effect of work discipline on employee performance at PT. PG Rajawali II Unit PSA Palimanan Cirebon. This study uses a survey method with a sample size of 70. Data analysis was carried out descriptively quantitatively and hypothesis testing was carried out using simple linear regression analysis. The results of the study concluded that work discipline and employee performance at PT. PG Rajawali II Unit PSA Palimanan Cirebon are classified as good. Work discipline has been shown to have a positive and significant effect on employee performance. This study has several limitations, therefore it is necessary to increase the scope of the research area and add other variables that affect employee performance.

Keywords: work discipline, employee performance.