

## ABSTRACT

### **Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Cahaya Rejeki Biovisi Harjamukti Kota Cirebon**

Work discipline is one of the most important aspects for a company because it reflects an individual's awareness to comply with the rules that apply within the organization. Essentially, employee discipline enables individuals to carry out their tasks and responsibilities effectively. Whether or not these duties are performed well depends largely on the level of discipline an employee possesses. Discipline in carrying out tasks can lead to quality work and have a positive impact on PT Cahaya Rejeki Biovisi Harjamukti, located in Cirebon City. This study uses a quantitative research method by distributing questionnaires to 35 employees. A saturated sampling technique was used, meaning the entire population was sampled. Several tests were conducted to assess the research instruments, including validity and reliability tests, analysis prerequisite tests such as normality and linearity tests, classical assumption tests including the heteroscedasticity test, and hypothesis testing using simple linear regression analysis, t-test, and coefficient of determination test via SPSS software. The results of the data processing using the t-test on the Work Discipline variable (X) show that work discipline has a positive and significant influence on Employee Performance (Y). This is evident from the t-value of 12.982, which is greater than the t-table value of 1.692, and a significance value of 0.000, which is less than 0.05. Furthermore, the coefficient  $\beta$  is positive at 0.915, indicating a positive and significant relationship between the Work Discipline variable (X) and Employee Performance at PT. Cahaya Rejeki Biovisi Harjamukti in Cirebon City.

***Keyword : Disiplin Kerja, Kinerja Pegawai***