

ABSTRACT

In this study there are two variables, namely X variable (Discipline) and Y variable (Employee Performance). This research was conducted to find out discipline in outsourcing Telkom Witel Medan employees, employee performance on outsourcing Telkom Witel Medan employees, and the influence of discipline on employee performance on outsourcing Telkom Witel Medan employees.

The method used in this research is descriptive analysis method to discuss the problem identification of how to discipline outsourcing Telkom Witel Medan employees in Medan and how the performance of employees in outsourcing Telkom Witel Medan, employees as well as verification analysis to discuss the identification problem of how much discipline influenced the employee performance on outsourcing Telkom Witel Medan.

The data that used in this study are primary data and secondary data collected through source interviews, questionnaires, and literature. To measure the influence of these variables, simple linear regression and coefficient of determination are used with the help of IBM SPSS 25 computer application program.

The results of this study indicate that the variable work discipline affects employee performance. The higher work discipline, the higher employee performance will be.

For further researchers related to factors that affect employee performance, it can be done by adding other independent variables such as Training, Motivation, Work Environment, Work Experience, and Work Stress.

Keyword : Work Discipline, Employee Performance, Outsourcing