

## **ABSTRACT**

*Some of the phenomenon of problems that occurred at PT. Direction Enviromental Indonesia is there are still employees who are not disciplined in the work, there are still employees who are late entry and there are still employees who are absent. Based on the phenomenon, it is concluded that there is a gap that occurs between the theory and the findings of reality that occurred at PT. The direction of Enviromental Indonesia is not achieving the desired level of discipline and there is a decrease in employee performance level.*

*This study aims to determine the effect of work discipline on the performance of employees of PT. Directions Enviromental Indonesia. Work discipline is an attitude of respect for company rules and regulations, which are within the employee, which causes it to adapt voluntarily to company rules and regulations. While employee performance is defined as the ability of employees in doing certain skills.*

*This research uses quantitative method with descriptive and causal research purposes. The sample used in this study as many as 93 employees of PT. Directions Enviromental Indonesia (in Surakarta). This study uses primary and secondary data sources.*

*The results of this study indicate that the variables of work discipline have a significant effect on employee performance. The higher the Work Discipline will result in an increase in Employee Performance.*

*For those who will examine the factors that may affect Employee Performance, can be done by adding independent variables such as Training, Motivation, Compensation, Work Experience, Job Stress, and Style Leadership.*

***Keywords: Work Discipline, Employee Performance, Regression***