

ABSTRACT

Each management must be able to manage and know the performance of its employees in accordance with company performance standards. The high performance of employees can have an impact on the organization in achieving the goals of the organization / company. The Jakarta Meteorology Climatology and Geophysics Agency (BMKG) experienced problems in decreasing employee performance throughout 2014-2017 which was influenced by many factors, one of which was the low level of employee discipline and work productivity. The purpose of this study was to determine the level of work discipline, work productivity and performance of BMKG Jakarta Office employees and to determine the effect of work discipline and work productivity on employee performance both parsdially and simultaneously.

The research method in this study is qualitative with descriptive and casual types of research while technical analysis uses multiple linear analysis methods. The population in this study were 4680 employees of the Jakarta Meteorology and Climatology and Geophysics Agency (BMKG) and the number of respondents was 100 people who used simple random sampling as a sampling technique. The results showed that respondents' responses about work discipline were 85.6%,

respondents' responses to productivity were 93.5% and respondents' responses about employee performance were 96.8%. Regression test results show that work discipline and work productivity simultaneously affect employee performance, while the results of t test show that work discipline affects employee performance and work productivity affects employee performance.

Keywords: Work discipline, work productivity, employee performance