

ABSTRACT

Research and Development Center for Oil and Gas Technology or known as "LEMIGAS" is a public service agency under the Ministry of Energy and Mineral Resources serving for services and surveys in oil and gas sector, laboratory analysis service, building rent, as well exploration service. Employee productivity is still relatively fluctuating in 2018-2020.

The objective of the study was to find out the work discipline in LEMIGAS, the employee productivity of LEMIGAS, and the effect of work discipline on employee of LEMIGAS.

The study used a quantitative method with descriptive purpose. It used simple regression analysis with work discipline as independent variable and employee productivity as dependent variable. The samples used were 199 people. The questionnaires were distributed to 199 people to collect data with the help of SPSS version 22.

Based on the result, it was found that work discipline at LEMIGAS obtained 85.82% and employee productivity obtained 85.49%. The work discipline and employee productivity at LEMIGAS were included in very high category. The work discipline at LEMIGAS owned a significant effect on employee productivity.

The agency should have a leader who can give an example of good discipline for the colleagues. If the leader cannot do that, it is better for the agency to provide sanctions or penalties. The agency should apply the rules to improve the employee discipline by giving rewards to employee with good work performance, giving attention and direction to employee who experiences difficulties, providing sanctions or punishments for employee who violates the rules.

Keywords: Human Resources, Work Discipline, Employee Productivity