

ABSTRACT

Hotel Grand Tjokro Premiere Bandung is a companies engaged in the service specifically field tourism. Hotel Grand Tjokro Premiere Bandung did evaluation performance every year to use for measure performance employees. Based on the secondary data obtained that is evaluation performance Hotel Grand Tjokro Premiere Bandung employees have performance problems, declining employees in 2020 and 2021 and problem with delay or absence enough employees, high in employees of Hotel Grand Tjokro Premiere Bandung.

Destination from study this is for knowing work discipline, commitment organizational and performance employees at Grand Tjokro Premiere Hotel Bandung, and for see influence discipline work and commitment organization to performance employees of Grand Tjokro Premiere Hotel Bandung personally Partial nor simultaneous.

Method research is method study quantitative with spread questionnaire as data collection. Object research used the study of this is employees of Grand Tjokro Premiere Hotel Bandung. Sampling technique used is technique non-probability sampling with type technique sample fed up that is as many as 108 hotel employees. Measuring tools used for measuring every variable from statement is with validity test and reliability test. The analytical technique used is with assumption test classic, linear multiple, analysis descriptive, and hypothesis testing. Test conducted with help IBM SPSS Statistics software ver. 26.

Study this show that existence influence by simultaneous nor Partial Among discipline work and commitment organization to performance employees. Study it also shows that there is influence significant positive Among discipline work to performance employee with score correlation of 0.779 and the presence of influence significant positive Among commitment organization to performance employee with score correlation of 0.708. Meanwhile, based on results coefficient determination discipline work and commitment organization have trend influence of 0.671 or 67.1% of performance employees of Hotel Grand Tjokro Premiere Bandung, while the rest is influenced by other variables that are not researched in research this.

Results obtained in study this is discipline work and commitment organization take effect significant positive to performance employees of Grand Tjokro Premiere Hotel Bandung personally Partial nor simultaneous. Research results this expected Becomes reference for study next as well as Becomes ingredient study for study next one will be researching about influence discipline work and commitment organization to performance employees.

Keywords: Work Discipline, Organizational Commitment, Job Performance