

ABSTRACT

Mimika Regency Papua for the Procurement of Goods and Services, in helping to realize The Mimika Papua Regency Government seeks to improve the performance of its employees through the administration of good governance as a form of dedication and community service. Good performance will of course be related to how the motivation is given and work discipline is applied. The purpose of this study was to determine and analyze the effect of motivation and work discipline on the performance of employees of the Goods and Services Procurement Division, Mimika Regency, Papua.

The research method used is a quantitative method with a descriptive-causality type of research. Sampling was carried out using a non-probability sampling technique using saturated sampling of 80 employees. The data analysis technique used is descriptive analysis and multiple regression analysis.

Based on the results of the descriptive analysis, it shows that the variables of work motivation are included in the strong category, work discipline and employee performance are in the high category. Based on the results of the study, it shows that motivation and work discipline partially and simultaneously have a significant effect on employee performance..

Keywords: Motivation, Discipline, Employee Performance.