

ABSTRACT

This research was motivated by pre-survey results in several employees that showed a low level of discipline and work satisfaction in some employees which had an impact on the decline in performance produced by employees of the Bandung City Metrology Directorate Office, if this continues to happen it will result in a decrease in the performance of the Bandung City Metrology Directorate Office. Therefore discipline and job satisfaction are indispensable in improving employee performance. This research aims to find out and analyze the influence of discipline and job satisfaction on employee performance at the Bandung City Metrology Directorate Office.

The research method used in this research is a quantitative method with descriptive research type. Sampling was carried out by probability sampling technique with the proportionate stratified random sampling method of 80 respondents. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Based on the results of the hypothesis test conducted, it is shown that the influence of discipline and job satisfaction has a positive and significant effect on employee performance both simultaneously and partially. The results of discipline (X1) and job satisfaction (X2) to employee performance (Y) obtained an Rsquare value of 0.853%, while the remaining 14.7% was influenced by variables or other factors. Indicating that the better the application of discipline carried out by the company and good job satisfaction, the more the performance of employees will increase at the Bandung Metrology Directorate.

Keywords: Discipline, Job Satisfaction, Employee Performance