

ABSTRACT

At this time, there are many clients from PT Xynexis Internasional who are left behind and that many still exceed the deadline for completing the project, the aspect that affects this is job satisfaction through the value of the salary received because there are still high requests for reviews by employees in a few months. lastly, as well as employee work discipline which is shown through the employee attendance table where there are still many absences even without explanation.

The purpose of this research is to find out how job satisfaction, work discipline and employee performance at PT Xynexis Internasional, find out whether there is an effect of job satisfaction on employee performance at PT Xynexis Internasional, find out whether there is an effect of work discipline on employee performance at PT Xynexis Internasional, and determine whether there is an effect of job satisfaction and work discipline on employee performance at PT Xynexis Internasional.

Collecting data in this study will use a questionnaire that is distributed to 79 employees of PT Xynexis Internasional, then the data will be made a graph of the characteristics of the respondents, then a descriptive analysis is carried out based on the calculation of the continuum line and multiple linear regression analysis with classical assumptions including t-test and F test.

It was found that the results of the descriptive analysis of the job satisfaction variable were in the good category, namely 66%, then the work discipline variable was 84% in the very good category, then the employee performance variable was in the very good category with a percentage of 83%. Based on the results of the F test, it was found that $F_{count} > F_{table}$.

Thus, it is concluded that the variables of job satisfaction are good, work discipline is very good and employee performance is very good, and there is a significant relationship between the variables of job satisfaction and work discipline on employee performance variables at PT Xynexis International.

Keywords: *Work Objectives, Work Discipline and Employee Performance*