

## **ABSTRACT**

*To realize the organization's vision, Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung requires high-performing resources. Based on the information and data obtained, it is known that there is a decrease in employee performance and employee discipline in terms of coming to work.*

*This study aims to determine how work discipline and employee performance at Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung and to determine how work discipline affects employee performance at Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung.*

*This research employs quantitative methodology. The data were derived from the outcomes of distributing questionnaires to 143 employees who served as the research sample via the saturated sampling approach. The data was then evaluated utilizing descriptive analytic techniques and PLS-SEM analysis.*

*The findings revealed that the level of work discipline and performance of employees at Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung were high. Furthermore, work discipline had a significant and good effect on the employee performance of Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung. The  $r$  square value indicates that work discipline has an enormous impact on an employee's performance.*

*The results of this study are expected to be taken into consideration by Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung in improving and managing its human resources, especially in terms of employee discipline and performance. The author recommends Dinas Kebakaran dan Penanggulangan Bencana Kota Bandung pay attention to the level of employee work discipline because it has a strong impact on employee performance.*

*Keyword: Work Discipline, Employee Performance, PLS-SEM*