

ABSTRACT

Organizations that are efficient in carrying out their functions are able to run smoothly. In order to gain efficiency in the organization, employees must apply the nature of work discipline to tend to work according to rules and obligations so that they can improve employee performance in the organization. Achieving good performance in an organization is important so that organizational goals can be achieved.

In this study, the aim was to find out the work discipline and performance of BAPPELITBANG employees and how work discipline influences employee performance at BAPPELITBANG Kota Bandung.

This study used a quantitative method with data collection techniques using questionnaires given to BAPPELITBANG Kota Bandung employees, totaling 84 people. The sampling technique applied is non-probability sampling using saturated samples. The results of the questionnaire data obtained will be measured using PLS-SEM analysis.

The research findings reveal that the level of work discipline and employee performance in BAPPELITBANG Kota Bandung is very good. This research resulted in work discipline having a positive and significant effect on employee performance. This means that if work discipline increases, then employee performance will also increase, and vice versa.

The author recommends BAPPELITBANG Kota Bandung pay attention to the level of work discipline to emphasize the importance of complying with existing regulations to improve good performance.

Keyword: Work Discipline, Employee Performance, SmartPLS 3