

## **ABSTRACT**

*Companies are currently required to have quality human resources to be able to achieve organizational goals. Employees are not only the determinants of what a company will become, but also how the company will develop into a better company. Companies will be better if they have good and qualified employees.*

*The purpose of this study is to determine the effect of work discipline on employee performance at PT Narmada Awet Muda. This study will examine the level of employee discipline, employee performance levels, and the effect of work discipline on employee performance at PT Narmada Awet Muda.*

*This research method uses quantitative methods, with a sample of 157 respondents using a convenience sampling technique. The questions consist of 18 questions using a five Likert scale. The data obtained was then processed using SPSS 25 so that the effect of work discipline on employee performance was found through simple linear regression analysis, then the data would be explained using descriptive analysis techniques.*

*The results of this study indicate that work discipline has a significant influence on employee performance. Work discipline affects employee performance by 90% and the remaining 10% is influenced by other variables.*

*This research is expected to be an evaluation material for related companies to pay more attention to the level of employee work discipline so that employee performance will be even better in the future.*

**Keywords: HR, Discipline, Performance**