

## ***ABSTRACT***

*Bank Perkreditan Rakyat (BPR) Gunung Slamet Cilacap is a financial institution that plays an important role in supporting regional economic growth, especially in the micro, small, and medium sectors. This study aims to determine the effect of teamwork and work ethics on employee performance at BPR Gunung Slamet Cilacap. The focus of this study is to analyze how much these two variables affect employee performance, both partially and simultaneously.*

*This type of research is quantitative descriptive with a saturated sampling technique, namely the entire employee population of 50 people. Data were collected through questionnaires and analyzed using multiple linear regression, T test, F test, and coefficient of determination to test the effect of independent variables on dependent variables. Validity and reliability tests were carried out to ensure the validity of the research instrument, while data analysis used SPSS assistance.*

*The results of the study showed that teamwork and work ethics have a positive and significant effect on employee performance both partially and simultaneously. Both variables contribute 60.2% to employee performance, while the rest is influenced by other factors outside this study.*

***Keywords:*** *Teamwork, Work Ethic, Employee Performance*