

# **THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON PERFORMANCE OF EMPLOYEES**

**(Case study of the Dinas Kependudukan dan Pencatatan Sipil Kab Mojokerto)**

## **ABSTRACT**

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This study aims to determine and analyze the effect of Discipline and Work Motivation have a significant effect on the performance of the Dinas Kependudukan dan Pencatatan Sipil Kab Mojokerto. The research uses a quantitative approach. This type of research is explanatory (explanatory research). The population and samples used in this study were employees of the Dinas Kependudukan dan Pencatatan Sipil Kab Mojokerto, totaling 60 employees. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination ( $R^2$ ) with the help of SPSS version 21. The results show that work discipline shows a good value so that this has an impact Both on employee performance, work motivation shows a very good value so that this has a good impact on work discipline. Based on the results of the study, it shows that work discipline can improve employee performance at the Dinas Kependudukan dan Pencatatan Sipil Kab Mojokerto and work motivation can improve the employee performance of the Dinas Kependudukan dan Pencatatan Sipil Kab Mojokerto.

**Keywords:** work discipline, work motivation and employee performance