

**EFFECT OF WORK DISCIPLINE AND ORGANIZATIONAL COMMITMENT ON
EMPLOYEE PERFORMANCE
(Study at PT. Spirit Be Blessing Community)**

ABSTRACT

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The purpose of this study was to determine the effect of work discipline variables and organizational commitment on the performance of employees of warehouse section PT. Spirit be blessing community Ngoro Jombang. Data collection is done by distributing questionnaires, interviews, observations, and documentation. This study uses a quantitative approach with explanatory research methods carried out through data collection in the company. The population used is the employees of PT. Spirit be blessing community which consists of 36 employees. Sampling technique using a saturated sample technique. Data analysis method using validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination (r^2). This study obtained the results that high work discipline can improve employee performance, as well as organizational commitment can improve employee performance at PT. Spirit blessed community.

Keywords: Work Discipline, Organizational Commitment, And Employee Performance.