

**EFFECT OF WORK DISCIPLINE AND JOB SATISFACTION ON
EMPLOYEE PERFORMANCE
(Study on Umkm Manik-Manik Kaca Galerygreen Beads Di Desa Plumbon
Gambang Gudo Jombang)**

ABSTRACT By:

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This research was conducted on the production section of the UMKM Manik–Manik Kaca Galerygreen Beads Gudo Jombang. This study aims to determine the effect of work discipline and job satisfaction on employee performance. The number of samples set as many as 40 respondents using the saturated sample method. As an independent variable, namely Work Discipline and Job Satisfaction, while the dependent variable is Employee Performance. The analysis used includes validity test, reliability test, descriptive analysis, Multiple Linear Regression analysis, Hypothesis Testing, T Test and Coefficient of Determination, using SPSS 21 computer software.

Based on the results of the study, it was shown that Work Discipline had a positive and significant relationship with the performance of the UMKM Manik–Manik Kaca Galerygreen Beads Gudo Jombang production department. And Job Satisfaction also has a positive and significant relationship to the performance of the UMKM Manik–Manik Kaca Galerygreen Beads Gudo Jombang production section.

Keywords: Work Discipline, Job Satisfaction, Employee Performance