

ABSTRACT

INFLUENCE OF MOTIVATION AND DISCIPLINE TO THE EMPLOYEES PERFORMANCE ON DEPARTMENT OF EDUCATION YOUTH AND SPORTS METRO CITY

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The purpose of this research is to find out the effect of motivation and discipline to the employee performance on Department of Education Culture Youth and Sports at Metro City. The result of this research can be review for the department to increase the employee performance.

The method of this research is explanatory research with quantitative approach. This research population is all employees of the Department of Education Culture Youth and Sports at Metro City with a total sample is 54 employees with random sampling technique. Data Analysis which used is descriptive statistical analysis, inferential statistical analysis and multiple linear regression.

Based on this research the conclusion is work discipline variables has a significantly effect to the employee performance, and the motivate variable give an effect too but it didn't too significant. They give an effect to the employee performance but the work discipline is dominant than the motivate to increase the employee performance. Correlation of coefficient is about 12,6% indicates that their relationship (motivation and discipline) with employee, whereas the rest can be explained by another factors are not included in this research model. The results of t test is about $1,995 > 1,674$ indicates that t count > table and then H_0 is rejected and H_a accepted, whereas the result of t test motivation variable is about $0,176 > 1,674$ indicates that t count < table and then H_0 is accepted and H_a rejected. The result of F test is about $3,668 > 2,272$ indicates that the results of the F count > F table, so H_0 rejected and H_a accepted.

Keywords: Motivation, Work Discipline and Employee Performance