

ABSTRACT

**THE INFLUENCE OF WORK DISCIPLINE AND JOB
SATISFACTION ON EMPLOYEE PERFORMANCE**

(A Research on Non-Manager Employees at PT Kharisma Mataram Raya)

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The purpose of this research is to determine and analyze the influence of work discipline and job satisfaction on employee performance among non-manager employees at PT Kharisma Mataram Raya. The research method used is a survey with a quantitative approach. This research data was collected from non-manager employees. This research used a census sampling technique method so that 33 non-manager employees were obtained as research samples. The data analysis tool used was multiple linear regression analysis with a calculated f model suitability test and coefficient of determination. The results of this research show that work discipline and job satisfaction have a significant effect on employee performance, and from the f model test, goodness of fit criteria are obtained, which means that the performance of non-manager employees at PT Kharisma Mataram Raya can be predicted by work discipline and job satisfaction simultaneously.

Keywords: Work Discipline, Job Satisfaction, Employee Performance.