

ABSTRACT

Employees as drivers of activities in a company in carrying out their activities require work instructions from the company so that their implementation is in accordance with the plan, and must be supported by the company's work rules so as to create work discipline. Discipline must be enforced in a company organization, without good employee discipline support, it is difficult for the company to realize its goals, because discipline is the key to the success of a company in achieving its objectives.

Based on the description above the researcher is interested in conducting research with the title of Effect of Work Discipline on Employee Work Achievement which is carried out on the CV. KAUTSAR KARYA JAYA Bandung.

The purpose of this study was to determine the conditions of work discipline and the conditions of employee performance at CV. KAUTSAR KARYA JAYA Bandung, and to find out the effect of work discipline on employee work performance on CV. KAUTSAR KARYA JAYA Bandung.

The research method used is a causal associative research method, namely research that aims to determine the relationship between two or more variables between the independent variables (affect) on the dependent variable (influenced) which has a causal relationship. With the independent variable (X) Work Discipline and the dependent variable (Y) is Employee Performance. This research is based on census research so that primary data collection is carried out by distributing questionnaires, namely to all employees totaling 38 respondents and secondary data collection through literature. The test uses a Likert scale to find out the respondent's responses, and correlation analysis to find out the relationship between work discipline and employee performance, the Determination coefficient to determine the effect of Work Discipline on Employee Performance. Based on the results of the Spearman rank correlation analysis, the value of 0.45 is obtained which indicates a moderate relationship between work discipline and employee performance on the CV. KAUTSAR KARYA JAYA Bandung (KIREI TECH) and based on the results of the analysis of determination obtained results that are equal to $Kd = 20.25\%$ which shows that work discipline has an effect of 20.25% on the work performance of CV. KAUTSAR KARYA JAYA Bandung (KIREI TECH), and the remaining 79.75% is determined by other factors (Ceteris Paribus), for example the work environment and work equipment available.

Keywords: Work discipline and work performance