

ABSTRACT

ROHMAN FAHRUDI (2010-11-151) Effect of motivation and job satisfaction on work discipline and employee performance Production Department PT. Lelco Trindo Nusantara. **Advised by Hasyim Ahmad**

This study aimed to determine the effect of motivation and job satisfaction on employee discipline production department PT. Lelco Trindo Nusantara as well as the influence of motivation, satisfaction and work discipline on the performance of employees production department of PT. Lelco Trindo Nusantara.

Method study conducted by researchers is the quantitative approach. Sampling with saturated sample method of population is 30 people. The research instrument to test the validity and reliability in advance with valid and reliable results. Data were analyzed using multiple regression.

The results showed that motivation positive and significant impact on the discipline of work, job satisfaction and significant positive effect on labor discipline, motivation and significant positive effect on employee performance, job satisfaction and a significant positive effect on the performance of employees, work discipline and a significant positive effect on the performance of employees. The direct effect of motivation on employee performance is greater than the indirect effect of motivation on employee performance with the mediation of labor discipline, so as to improve the performance of the employees selected direct path. The results show the value of the coefficient of determination R^2 of 0.884 (88.4%) which means that motivation, satisfaction and discipline contributed influence on the performance of 88.4% and 21.6% influenced by other variables not examined. Based on these results PT. Lelco Trindo Nusantara need to increase the motivation of the production employees in order to support performance production department employees at PT. Lelco Trindo Nusantara.

Keywords: Motivation, Job Satisfaction, Work Discipline and Performance