

**ANALYSIS OF EFFECT OF WORK DISCIPLINE, WORK
MOTIVATION AND WORK SATISFACTION ON EMPLOYEE
PERFORMANCE PT. RICHIWA SAKTI INDONESIA MEDAN**

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Abstract

The purpose of this study was determine to analyze the influence of work discipline, work motivation and job satisfaction on the employee's performance at PT. RSI, Medan. The population in this study were all employees totaling 112 people. Sampling techniques using the Slovin formula and obtained as many as 88 employees. Data analysis techniques using the classic assumption test, multiple linear regression, t test, F test, and the coefficient of determination (r^2). The results showed that partially, work discipline and job satisfaction had no effect on performance, but work motivation had a positive and significant effect on employee's performance. Simultaneously work discipline, work motivation and job satisfaction affect employee performance by 51.2% while the remaining 48.8% is explained by the influence of other factors variables outside the model not discussed in this study.

Key Words: Work Discipline, Work Motivation, Job Satisfaction and Employee Performance.

A. INTRODUCTION

Human resources have an important role either individually or in groups, and human resources are the main drivers of the smooth running of an organization's activities, even the progress of the organization or company is determined by the existence of its human resources. For that every company needs to pay attention and regulate the existence of human resources in an effort to improve employee performance to achieve the stated goals. Companies need to pay attention to factors that affect employee