

ABSTRACT

Human resources are one of the most important resources for organizations that function as a driving factor for every activity in the company. Good management is needed, especially of human resources, because human resources are the main capital. The success of an organization is strongly influenced by the performance of its individual employees. The achievement of organizational goals is highly dependent on the good and bad performance of employees. Every organization certainly expects its employees to have high performance, because it will provide optimal results for the organization. Human resource problems are a challenge for a company. UD. Tohu Srijaya Wood Crafts Batu City was founded in 1997 which is engaged in wood crafts such as kitchen utensils, folding tables, tissue holders, shoe holders, wooden souvenirs, hangers and various processed products from wood. UD was founded by Mr. Tohu and his wife, Mrs. Sri, who initially only made household appliance products. Tohu Srijaya Wood Crafts Batu City. Object phenomenon at UD. Tohu Srijaya Wood Crafts is that this wood craft managed to survive during the Covid-19 pandemic yesterday. In addition, many visitors come directly to the factory to conduct a study tour to find out the process of making this wooden craft. Mr. Tohu as the owner of Wood Crafts is also often invited to seminars to share knowledge about wood crafts and is also invited to entrepreneurial training to develop his business. The purpose of this study was to determine and analyze the effect of work motivation, and work discipline on employee performance at UD Tohu Srijaya Batu. The method used in this research is quantitative method. The population in this study were employees of UD Tohu Srijaya Batu. The sample in this study used a saturated sample of 33 people. Data collection techniques in this study using observation techniques, and questionnaires. The results of this study prove that partially motivation has no effect on performance while partially discipline affects employee performance at UD Tohu Srijaya Batu.

Keywords: Motivation, and Work Discipline, Employee Performance.