

## **PENGARUH DISIPLIN KERJA DAN KOMUNIKASI TERHADAP KINERJA PEGAWAI PADA BADAN PENDIDIKAN DAN PELATIHAN KABUPATEN MALANG**

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**Abstract:** Objective of the study is to know how discipline and communication have influence to the employee performance in Education and Training Center (Badan Pendidikan dan Pelatihan Kabupaten Malang) partially as well as simultaneously. Independent variable in this research is discipline and communication while dependent variable is employee performance. This research using quantitative method and including causality research. The population in this research is all employees in Education and Training Center (Badan Pendidikan dan Pelatihan Kabupaten Malang) and the total numbers are 33 persons. The number of sample used are 33 respondents that was determined by using saturation sampling technique. The method used to take the primer data using questionnaire. The analysis technique used in this experiment is multi regression analysis, with hypothesis using t test and F test. The result of t test shows discipline variable have significance influence to the employee performance and communication variable have significance influence to the employee performance, while the most dominant influence is communication variable. The result F test discipline variable and communication simultaneously have significance influence to the employee performance. The conclusion is discipline and communication have influence to the employee performance. The suggestion to Education and Training Center (Badan Pendidikan dan Pelatihan Kabupaten Malang) is to improve employee performance.

*Keyword: Discipline, Communication and Employee Performance*