

## ABSTRACT

*This research aims to examine and analyze the influence of work discipline, job satisfaction and work ethic to the performance of tea plucker in PTP Nusantara VIII, Dayeuhmanggung Tea Estate Garut. Research Data is taken through questionnaires which is distributed to the respondents whom become the object of the research. Population in this research is tea plucker in the number of 108 participants, whereas 98 participants who become the object of this research. Sampling method is random sampling. The method of analysis used in this research is multiple linier regression using SPSS 23 software. The results is showed partially work discipline, job satisfaction and work ethic have significant positive effect to the employee performance. In addition, work discipline, job satisfaction and work ethic simultaneously have a significant effect to the performance of tea pluckers in PTP Nusantara VIII Dayeuhmanggung Tea Estate, Garut.*

*Keywords: Work discipline, Job Satisfaction, Working Ethics, Employee Performance, Tea Pluckers Dayeuhmanggung Tea Estate.*



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