

ABSTRACT

The occurrence of some disciplinary offenses by some employees of the Department of Cooperatives, SMEs, Trade and Industry Regency of Bandung feared to degrade performance. This study aims to identify and analyze the factors that influence employee discipline of Cooperatives, SMEs, Trade and Industry Bandung district, and what factor dominant inside.

The method used in this research is descriptive method with quantitative approach. The samples are employees of the Department of Cooperatives, SMEs, Trade and Industry Regency of Bandung. The variables used in this study of nine, which is the purpose and capabilities, exemplary leaders of, justice, the inherent supervision, punitive sanctions, firmness, consistency, human relations, and whether there of attention to employees. Data used in the study was obtained from questionnaires completed by 71 respondents. Data analysis was performed using factor analysis techniques with the help of software SPSS 22 for Windows.

In this study are formed two new dominant factor affecting employee discipline of Cooperatives, SMEs, Trade and Industry Bandung regency. The first factor was named Supervision and Attention, which consists of variables inherent supervision, punitive sanctions, firmness, consistency, human relations, and attention to employee. The second factor was named the Leadership, comprised of the variabel of interest and ability, exemplary leadership, and fairness.

Keywords: Employee Work Discipline, Discipline Factor, Supervision, Leadership.