

## **ABSTRACT**

*Discipline is a growing force within the body of the employee and that causes employees to adjust voluntarily to regulatory decisions and high values of work and behavior. The purpose of this study is to determine what factors are the most dominant influence employee work discipline in PT Pos Indonesia Solo Branch.*

*Variables in this study there are eight variables that are exemplary leadership, inherent supervision, penalty sanctions, assertiveness, compensation, humanitarian relationships, attention by the leadership, and discipline enforcement. By using descriptive research method quantitative. Respondents in the study amounted to 70 respondents. The data analysis technique used is factor analysis with the help of SPSS version 22 software for windows.*

*The results show the discipline of post office employees works in the very good category. The result of factor analysis also shows that formed three factors which also including dominant in influencing employee work discipline in PT Pos Indonesia Solo Branch that is leadership, legal certainty, and humanity relation.*

*Keywords: Work Discipline, Factor Analysis*