

ABSTRACT

One of the keys to the success and triumph of a company in achieving its objectives is the employees' discipline. Discipline is defined as the compliance of employees towards all company regulations so that they can perform the task well. This study is conducted to determine the factors that affect employees' discipline in KUD Minatani. The purpose of this study is to determine the dominant factors that affect the work discipline.

This research uses the quantitative method with descriptive research type and factor analysis. Using 8 factors: goals and abilities, leadership examples, remuneration, justice, waskat (inherent supervision), punishment sanctions, assertiveness and human relations. The respondents in this study are employees of KUD Minatani with the number of 57 respondents. The sampling technique used is simple Incidental technique.

Based on the research, the condition of work discipline on KUD Minatani's employees are good, can be seen from the average result of descriptive analysis equal to 81,6%. Based on the factor analysis result, there are two new components that form work discipline factor in KUD Minatani, component number one called Standard Operational Procedure (SOP) and Good Leadership with variance value of 34.77%. Component number two, named Quality of employee and leader, have a variance value of 31.55%. So, the dominant factor affecting work discipline of KUD Minatani's employees is a component named Standard Operational Procedure (SOP) and Good Leadership with a variance value of 34.77%.

Keywords: *Work discipline, Standard Operational Procedure (SOP), Good Leadership , and dominant factors.*