

ABSTRACT

This research was conducted to find out and understand the level of employee work discipline at the Yogya Group Department of Batununggal Branch Bandung. The purpose of this study was to determine the factors of the dominant employee work discipline at the Yogya Group General Store, Batununggal Branch, Bandung.

This research uses quantitative method, this type of research is descriptive, the population is all Yogya employees in Batununggal branch group are 65 employees, the sample is 65 employees and using saturated sample technique, the data collection technique uses interviews, questionnaires, library research, and internet research. The data analysis technique uses descriptive analysis, level value analysis, and factor analysis

The results showed that the work discipline of employees of the Yogya Group Department Store in Bandung Batununggal Branch was in good category. The results of the analysis of the level of employee work discipline based on the characteristics of respondents in terms of the characteristics of age, gender, last education, and length of work indicate that there are significant differences. The results of factor analysis analysis at Yogya Group General Store of Batununggal Branch Bandung produced eight factors in a row based on the highest loading factor, namely: remuneration and referees of 93.9%, fairness of 93.1%, goals and abilities of 92.9%, the leader's example is 90%, 70.4% penalty, 76.1% assertiveness, and 65.4% humanitarian relations.

The conclusion of this study, employee work discipline at the Yogya Group Department Store in Bandung Batununggal Branch works at Yogya Group Department Store Bandung Batununggal Branch is 81.78%. Assessment criteria based on these percentages are included in the very high category.

Keywords: *Work Discipline, Factor Analysis, Human Resources*