

ABSTRACT

This research was conducted to find out and understand the level of work discipline of employees at PT. Sucofindo Bandung Branch. The purpose of this study was to find out the dominant work discipline factors of employees at PT. Sucofindo Bandung Branch.

This study uses a quantitative method, this type of research is descriptive and factor analysis using SPSS Version 22 software Variables in this study there are eight variables, namely Objectives and Capabilities, Examples of Leaders, Repayment, Justice, Judgment, Penalty Sanctions, Firmness and Humanitarian Relations.

Based on the results of the study, the conditions for implementing work discipline on employees at the Bandung branch of PT Sucofindo can be said to be good. This is evidenced by the existence of questionnaire data that gives high results reaching 78.96%, there are two new components that form work discipline factors in the Bandung branch of PT Sucofindo, component one which is named Company Policy by having a variance value of 48.75%. The two components named Leadership and Individual Relationships have a variance value of 14.66%. So the dominant factors that affect the work discipline of employees of PT. Sucofindo Bandung Branch is a component named Company Policy by having a variance value of 48.75%.

The conclusion of this study, the work discipline of PT. Sucofindo Bandung branch is 78.96%. Assessment criteria based on these percentages are included in the high category

Keyword : *Analysis of Factor, Employee Discipline, PT. Sucofindo*