

ABSTRACT

In the management of human resources discipline application is very important. Work discipline is the awareness and willingness of employees to obey all organizational regulations and social norms that apply. Thus work discipline is a way used by leaders to communicate with employees.

This study aims to find the dominant factors of employee work discipline by using eight factors, namely goals and abilities, leader role models, justice factors, compliance with work regulations, penalty sanctions, assertiveness factors, humanitarian relations factors, and frequency of attendance factors

This research can be categorized as quantitative research with descriptive research and factor analysis. Research respondents numbered 48 employees at the Golden Institute of International Economics Jakarta Institute of Jakarta using total sampling techniques and analysis techniques using factor analysis method with the help of SPSS version 25.

The results showed the level of employee work discipline at the Golden Institute of International Economics Jakarta Institute of 77.4%, so it can be concluded that the level of work discipline is in the good category. This research produces new factors, namely fairness and employee attention factors with the biggest contribution variable is the factor of fairness and attention to employees.

Keywords: Employee Work Discipline, Work Discipline Factors