

ABSTRACT

The success of an organization is inseparable from the role of the human resources. Human resources are one of the important assets in an organization whose role is to carry out every activity in the organization's plan to achieve its targets. Many organizations are increasingly aware that the human element in an organization can provide a competitive advantage. Discipline is needed because it can force individuals to adhere to a procedure to assess the work benchmarks of a leader as a whole. The purpose of this study was to analyze and test the influence of participatory leadership styles on employee work discipline at Dr. SOEDOMO Trenggalek.

This research uses quantitative research methods with the descriptive analysis research. The sampling technique in this study was saturated sampling, that is all staff of Dr. SOEDOMO Trenggalek as many as 60 people. The data analysis technique used is simple linear regression analysis.

The results of this study indicate that participatory leadership style variables have an influence on employee work discipline variables. This shows that the leader has a role in determining employee work discipline. The suggestion from this study is that the organization provides access to subordinates to participate in the meeting agenda, and provides appropriate remuneration in every job that has been given to employees.

Keywords: Participatory Leadership Style, Employee Work Discipline, Human Resources