

## **ABSTRACT**

*Human resources are very influential on the success of a company. Human resources are the most important assets of the company that are used to carry out all activities in order to achieve company goals. Today companies are increasingly aware of the importance of the quality of their human resources. One of the factors that can affect human resources is good or bad, seen from the level of employee discipline. All of the company's human resources must be able to carry out work discipline and the role of the company's leadership is very meaningful because it can be a benchmark for the work of an entire leader. The purpose of this study was to determine the effect of participatory leadership style on the work discipline of employees at PT Sali Polapa Bersama.*

*This research uses quantitative method with descriptive research type. Saturated sampling technique was used in this study to all employees of PT Sali Polapa Bersama, amounting to 70 people. The data analysis technique used is descriptive and regression analysis.*

*The results of this study indicate that the participatory leadership style variable (X) has an influence of 59.4% on the employee discipline variable (Y). This shows that the leadership plays a major role in the work discipline of its employees. Suggestions from this study are that company leaders can show good cooperation with all their employees and give them the confidence to bear great responsibilities and leaders can directly supervise their employees in activities that are in the company.*

**Keywords:** *Work Discipline, Participatory Leadership, Human Resources*