

ABSTRACT

A government agency is an organization that is the driving force in carrying out state duties as a form of service to society. Therefore, every employee must play an active role and have high enthusiasm, work passion and work discipline in carrying out their duties. Low work discipline in an employee will hinder the implementation of his duties and responsibilities to the nation and state. One of the driving factors for improving work discipline is leadership style and job satisfaction.

This research was conducted on employees at the Public Health Service, Pupolation Control and Family Planning of East Belitung Regency. The purpose of this study is to determine how leadership style, job satisfaction and work discipline on employees and the effect of leadership and job satisfaction on work discipline.

This research is a descriptive and causal research. Data collection techniques used were internal data collection, questionnaires, literature study and interviews. The method used in this research is quantitative method. The research sample used was 60 respondents. Data analysis in this study used descriptive statistical analysis, multiple linear regression analysis, normality test, multicollinearity test, heteroscedasticity test, and the coefficient of determination. Hypothesis testing used is the T test (partial hypothesis testing) and F test (simultaneous hypothesis testing).

Based on the results of the study showed that the influence of leadership and job satisfaction on work discipline was 54,3%, while the remaining 45,7% was influenced by other variables not examined in this study. This study concludes leadership and job satisfaction partially have a significant effect on work discipline. In addition, leadership and job satisfaction have a simultaneous (together) effect on work discipline.

The results of this study are expected to be used as an evaluation material for the Public Health Service, Pupolation Control and Family Planning of East Belitung Regency, especially on aspects of leadership and job satisfaction. In addition, this research can also be used as a direction in improving work discipline. Improving work discipline greatly supports the achievement of work targets and objectives set by the agency.

Keywords: *Leadership, Job Satisfaction, Work Discipline*