

ABSTRACT

Good discipline reflects the extent to which a person's sense of responsibility towards the tasks assigned. Therefore, the issue of work discipline is very important in all activities carried out by employees.

The purpose of this study was to determine what factors were the most dominant influencing the work discipline of PT Pos Indonesia (Solo Post Office) employees. This study analyzes eight factors of work discipline, namely the purpose and ability, the exemplary leader, the assertiveness factor of the leader, the reward, the justice, the waskat, the sanction or punishment, and the human relationship. The involvement of researchers in this research is as planners, data collectors, analyzers, and initiators of research as well as researchers also directly and actively with informants and data sources in the field (full observers).

This study uses quantitative descriptive research methods. Respondents in this study amounted to 142 respondents from employees of PT Pos Indonesia (Solo Post Office). The data analysis technique used is factor analysis with the Principal Component Analysis (PCA) method with the help of SPSS software version 25.0 for windows.

Based on the results of the study, the condition of the application of employee discipline at PT Pos Indonesia (Solo Post Office) showed a favorable assessment. This is evidenced by the results of the questionnaire data which is quite high at 85.8%, of which there are two new components that make up the work discipline factor at the Solo Post Office. Component one is labeled with the name of the Leadership Role with a variance value of 59.4%. The second component is labeled as Individual Welfare with a variance value of 10.3%. It can be interpreted that the dominant factor influencing the work discipline of the Solo Post Office employees is a factor that is in component one "Leadership Role" with a variance of 59.4% consisting of goals and abilities factors and leader assertiveness factors.

Kantor Pos Solo should be able to align the goals and abilities possessed by employees and what the company wants to achieve, by adjusting the workload given to employees with the abilities that employees have, it will lead to an increase in employee discipline because employees feel more capable in completing the assigned tasks and achieving goals. In additions, company leaders must also be more assertive and bold in taking action against their employees by giving penalties if there are employees who commit disciplinary actions in any form without exception, employees who have leaders who are firm in taking actions will reduce the occurrence of disciplinary actions committed because employees feel reluctant and afraid of the sanctions that will be given by the leader if they commit a violation.

Keywords: *factor analysis, work discipline, PCA*