

**DOMINANT FACTOR ANALYSIS OF DISCIPLINE EMPLOYEES AT PT.PIKIRAN
RAKYAT BANDUNG**

ABSTRACT

Human resources has a very important role as implementers of management functions. The success or failure of the implementation of the management functions are heavily depends on the quality of human who runs it. Discipline is an attitude of readiness and willingness to abide by and comply with regulatory norms around. For a company, employees discipline is needed in carrying out the work processes to produce high performance in achieving the desired goals of the company.

This research was conducted at PT. Pikiran Rakyat located at Jalan Asia-Africa No. 77 with sample of 63 respondents. This study aims to determine the dominant factors that influence the discipline of PT. Pikiran Rakyat employees. The method is descriptive analysis and factor analysis with SPSS version 2.2 for Windows.

The results of this study shows that the factors dominantly contribute (dominant) to employee discipline is a factor number two (2) which is carry out the work in accordance with the instructions given by the supervisor (F14), employees can adjust to changes in working procedures in Pikiran rakyat (F13), employees work according to the established procedures (F12), and mutual respect between employees of Pikiran Rakyat Bandung (F6).

Keywords: Employee Discipline