

ABSTRACT

This study aims to determine which factors were dominant in influencing the discipline of employees at PT Primajasa Perdanarayautama Bandung, how big these factors dominate the discipline of the employee.

The method used in this research is quantitative method with a descriptive study and factor analysis with SPSS version 22 for Windows. Variables used eight that purpose and capabilities, exemplary leadership, retribution, justice, waskat (supervision attached), punishment, firmness, and human relations. Respondents in this study were 50 respondents. Data analysis technique used is using factor analysis.

Based on this research, the conditions of work discipline the employees of PT Primajasa Perdanarayautama Bandung can be good, it can be seen from the average yield at 71.9% descriptive analysis. Based on the results of the factor analysis, we obtained two new components that form factor of labor discipline on employees of PT Primajasa Bandung, a component called the unity that dominates Quality Leadership for 45.85% of all the factors that influence employee discipline. The second component is called Certainty in Interest and supervision dominate at 15:07%. So the most dominant factor in influencing employee discipline PT Primajasa Perdanarayautama first component is called Quality Leadership with a variance of 45.85%.

From the calculation above, it can be concluded that the hypothesis can be accepted, that there are dominant factors that affect the discipline of employees at PT Primajasa Perdanarayautama Bandung is the quality of leadership and the assurance of the goal and supervision.

Keywords: *Factor Analysis, Work Discipline, Dominance Factor of Work Discipline*