

## **ABSTRACT**

*In the era of globalization like today, Human Resources are required to always be able to adapt quickly, also to improve their competence properly. One of the most influential in HR activities is discipline. The company's operations depend on how qualified the leader is to manage, give direction, make decisions, and coordinate the employees to do the work according to their main tasks.*

*This study aims to determine the effect of participatory leadership style on work discipline in the Personnel Administration unit of the Indonesian Railroad Center (Persero). This study uses quantitative methods with descriptive research types. The sampling technique used a saturated sample technique which amounted to thirty-four samples which were employees in the administration personnel unit of the Indonesian Railroad Center (Persero) Bandung. The analysis technique used is a simple linear regression analysis.*

*The results of this study state that there is a positive and significant influence between the participatory leadership style on employee work discipline in the administrative personnel unit of the Indonesian Railroad Office (Persero) Bandung. This show that by increasing participatory leadership style it will improve employee work discipline.*

**Keywords:** *Participatory Leadership Style, Employee Discipline, Human Resource*