ABSTRACT

Discipline is one of significant factors that increase the employee’s performance. One of discipline indicators is absenteeism. Absenteeism rate of RSGM Unair’s employee in 2014 was high especially for alpa (22.35%). Purpose of this research analyze human basic values, communication, leadership and team work influence to discipline of RSGM UNAIR employees.

This research using cross sectional method. Respondents are 36 employees. The sampling through stratified random sampling. The location is in RSGM UNAIR.

The result of this research showed that majority of basic values are self-transcendence (44.4%). The effectivity of communication level is in moderate category (50%). The RSGM Unair’s leadership has supported employees to be discipline (50%). The effetivity of team work level is high (77.8%). The result of linier regression tests between dependent variable with several independent variables showed that communication (p=0.024) and teamwork (0.004) variables influence employees discipline.

Based on the results, RSGM UNAIR can enhance the effectivity of communication by regulating information flow and utilizing feedback. To enhance the effectivity of team work by making an event can increase the flexibility, cohesivity, viability dan communication team such as outbound.

Keywords: communication, discipline, human basic values, leadership and teamwork