

## ABSTRACT

This research issue are the low of employee discipline (21,8% coming late more than fifth and 23,79% coming late under fifth every month) in RSUD Ibnu Sina Kabupaten Gresik on Juni 2013 until March 2014. This objectives are: Analyzed the influence of discipline administration employee's at RSUD Ibnu Sina Kabupaten Gresik, Analyze the influence about commitment, perception and motivation toward discipline administration employees RSUD Ibnu Sina Kabupaten Gresik. Analyze the influence of organizational factors which included the factor of organizational structure, leadership, job activity unit culture and supervision.

This was an observational cross sectional with survey researched methods. The respondents in this researched were 58 people who are administration employees at RSUD Ibnu Sina Kabupaten Gresik. The respondents consist of 3 leaders of Departement, 5 Sub Departement leaders and 50 Staff. The researched analyses by regression test. Organizational factor analyses covered organizational structure, leadership, job activity unit culture, supervision and the others factors were commitment, perception and motivation.

The result showed from commitment ( $p= 0,026$ ), perception ( $p=0,662$ ), motivation ( $p=0,045$ ) and the organizational factors is organization structure ( $p=0,038$ ), leadership ( $p=0,354$ ), job activity unit culture ( $p=0,999$ ) and supervision ( $p=0,635$ ). The variable of commitment, motivation and organization structure are showed significant influenced discipline worker and perception, leadership, job activity culture and supervision were showed no significant influence on employee's work discipline.

The advice can be give by the management and the others worker at RSUD Ibnu Sina Kabupaten Gresik focus on re-socializing the work discipline policy to all employees and also on supervision implementation periodically minimum 2 times for a month, in which is in the situation as well as than before with the performance of RSUD Ibnu Sina Kabupaten Gresik employees.

**Keywords:** commitment, motivation and organization structure