

A B S T R A C T

Keeping discipline is very crucial at this moment; since with high discipline able to increase officials performances. It needs to know discipline factors which cover the goal, and ability, the leader's model, Reward, Clearness, supervision, Punishment sanction, resolute ness, and human relations together ness has meaningful influence to the officials performances in Departement of culture education and Tourism Jembrana Regency. Among those discipline factors, which factors has dominant influencing to the civil servant's working. Hipotesys proposed in this research are discipline factors above togetherly, has got meaningful influence to the officials performances in Departement of culture education and Tourism Jembrana Regency and among those factors, Reward factor has dominant unfluence to the officials performances. The result of research with double linier regression model Proves that discipline factors above influences simultan ously to the working of civil servants in Departement of culture education and tourism Jembrana Regency. With contribution given 97.1 % While 2.9% Influenced by other factor which is not included in this research, the goal and the capability factors influence dominantly to the officials performances of Departement of culture education and tourism - Jembrana Regency with contribution 22.18%.

So that the reward factor which is proposed in this second hyphotesis tejected since it gives contribution 0.06%. This makler happened since the organitation goal/ Departement of culture education and tourism -Jembrana Regency. Which focused on civil servants has been suitable to the ability of those civil servant servants, so they are able to work/ to do the job seriously and discipline. However the job being done is not suitable to their ability of course. The target working wont be achieved optimum. Besides that the reward factor is not absolutely able to influence the officials performances , since the salary/wages system of working to civil sedrvants is fixed, and based on the rule, the rank and the length of working etc. For that it is suggested that the head of Departement of culture education and tourism-Jembrana Regency to keep his attention to the eight - Factors in order to increase officials performances and still using goal and ability as the main factor, as abasic to recruit civil servants by refering "*The Right man in the right place or the right man on the right job* "