

ABSTRACT

THE INFLUENCE OF ORGANIZATION CULTURE, LEADERSHIP, AND COMPENSATION TO WORK DISCIPLINE OF EMPLOYEES AT REGIONAL SECRETARIAT OF KOTABARU MUNICIPAL SOUTH KALIMANTAN

ERAWATI

The Regional Secretariat of Kotabaru Municipal as the mother of organization of Regional Government becomes the standard for the performance, discipline, and condition success of regional government's employees in general. Empirically, most of employees at Regional Secretariat of Kotabaru Municipal have not been able to define and comprehend the meaning of discipline. This causes the lack of discipline among the employees. Work discipline will shape an effective and efficient work performance in an organization. Therefore, work discipline of employees is important to be studied.

This research is an explanative research that aims to analyze the influence of organization culture, leadership, and compensation simultaneously and partially towards work discipline of employees at Regional Secretariat of Kotabaru Municipal and also to analyze variables that have dominant influence to the work discipline of employees at Regional Secretariat of Kotabaru Municipal.

The research uses 132 respondents as sample that consists of 10 echelon III officials who are the Head of Division, 33 echelon IV officials who are the Head of Sub-Division, and 89 managerial staff. The sample is analyzed by using Double Linear Regression analysis model.

The research result shows that the independent variable X1 Organization Culture, independent variable X2 Leadership, and variable X3 Compensation, altogether have significant influence to work discipline of employees at Regional Secretariat of Kotabaru Municipal.

The independent variable's amount of contribution for dependent variable is 0.180, while the rest 0.820 is influenced by variables outside the analyzed variables. Double correlation coefficient indicates strong relationship between independent variable and work discipline of employees at Regional Secretariat of Kotabaru Municipal variable as the dependent variable.

Partially, Leadership variable has significant influence with t_{count} value 4.413 with significance value 0.000. Compensation variable also has significant influence with t_{count} value 1.785 with significance value 0,077. Partially, Organization Culture variable does not have direct influence to work discipline of employees at Regional Secretariat of Kotabaru Municipal.

Keywords: Organization Culture, Leadership, Compensation, Work Discipline