

ABSTRACT

INFLUENCE OF PERSONALITY FACTORS AND ENVIRONMENTAL FACTORS ON EMPLOYEE DISCIPLINE IN PROTOCOL (THE STUDY OF SECRETARIAT OF LAMPUNG PROVINCE)

By

OLYVIA VAN YURIS

Human Resources (HR) and qualified professionals is a key element in the growth of an organization. Hence the need for an optimal management of the quality and quantity of human resources in the organization actually changes as needed and finally be able to win a employee discipline. In an effort to increase the professionalism of human resources, especially employees hooks to achieve employee discipline, leaders must consider several factors such as personality and environment of employees working in the activity.

This study aims to determine the effect of personality variables and environment on employee discipline. the Protocol Section Lampung Provincial Secretariat. Data was collected by distributing questionnaires to 50 respondents employees Part Protocol Lampung Provincial Secretariat. By using a Likert scale, respondents processed by multiple regression analysis, T test, F test and R²

Based on the results of t test analysis is known that the relationship of personality variables (X1) with variable employee discipline (Y) and the environment (X2) effect on the discipline (Y). Of test F known that personality variables (X1) and the environment (X2) simultaneously significantly affected employee discipline variable (Y).

From the results found in this study that should be the Head of Protocol Lampung Provincial Secretariat should pay attention to his staff by looking at all the activities of staff both indoors and in the field while on duty.

Keywords: Personality, Environment, Employee Discipline