ABSTRACT

DISCIPLINE AND PERFORMANCE OF EMPLOYEE
AT PT LAJU PERDANA INDAH, SITE KOMERING
SOUTH SUMATERA

By

M. Yanuar Rizaldi

This research aims to know (1) the discipline level and performance of employees, (2) the influence of individual characteristics on performance of employee through direct or indirect discipline, and (3) the influence of discipline on performance of employee. This research was conducted at PT Laju Perdana Indah site Komering South Sumatera, in Plantation Department specifically in Division 1 and 4. Data of this research was taken from January until February 2015 by a sensus method that involving 81 employees. The research data was analyzed by descriptive and verificative analysis. The results showed that (1) the discipline level of employees in Division 1 and 4 of PT Laju Perdana Indah was good enough and in average the employees performance had already met the expectations. (2) The period of work and ethnic had significantly direct influence on performance of employees, while employee’s age, education, and ethnic did not have influence on performance of employees. (3) The employee discipline had influence on performance of employees.

Key words: employee discipline, individual characteristics, employee performance.