

ABSTRACT

ANALYSIS - FACTORS AFFECTING *OUTSOURCING* IN EMPLOYEE DISCIPLINE of IBI DARMAJAYA

By

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The existence of Informatic and Bussines Institute (IBI) in Bandarlampung Darmajaya provide its own color in the world of education, private universities is quite an active role in improving education, especially for the younger generation who are in Bandarlampung .. IBI Darmajaya itself is one of the organizations that implement outsourcing system. These companies employ outsourcing on the grounds that they lack personnel to complete the activities of the company where he served as a cleaning service.

The problem posed in this thesis research is whether the factors of retribution, penalty, goals and abilities and supervisory leaders have significant influence on employee discipline on IBI Darmajaya Bandarlampung outsourcing.

The purpose of this study is to determine whether the factors of retribution, penalty, goals and abilities and supervisory leaders outsourcing affects employee discipline.

The hypothesis presented is fringe benefits received factors, the penalty sanctions, the purpose and capabilities of employees and supervision of leaders influence of outsourcing on employee discipline Darmajaya Bandarlampung IBI.

Calculation results on validity and reliability tests questionnaire study of 31 respondents indicated that all items are statements declared valid and reliable.

Results of multiple linear regression equation: $Y = 34.137 + 1.911 X_1 + 0.986 X_2 + 1.711 X_3 + 1.802 X_4$ based on the above equation can be known that retribution factor for 1911, penalty factor of 0.986, the factor of purpose and ability of 1.711 and 1.802 for factor control has a significant influence towards outsourcing employee discipline. However, in the calculation of regression 0.986 penalty has no effect significant. T test showed that the fringe benefits, goals and abilities and supervisory leaders significantly influence the discipline.