

## ABSTRACT

Vurman Mooduto. Student ID no. 931 410 151. The Influence of Discipline Level toward Employees' Performance in PAUD Damhil DWP UNG. The principal supervisor was Supardi Nani, SE, MM, and the co-supervisor was Ramlan Amir Isa, SE, M.Si. Study program of Management, Department of Management, Faculty of Economic and Business, Universitas Negeri Gorontalo.

The problem statement of this research was whether discipline level influence employees' performance in PAUD Damhil DWP UNG. The aim of this research was to know the influence of discipline level toward employees' performance in PAUD Damhil DWP UNG.

This was a quantitative research. The independent variable was the discipline level with the indicators consisted of employees' compliance during working hours, employees' compliance toward employer's instructions as well as the office rules, the frequency of use and maintenance of office equipment, and the employment suitability. While the dependent variable was the employees' performance with the indicators consisted of quality of work, promptness, initiative, capability, and communication. The data was obtained by questionnaire.

The result showed that the influence of discipline level toward the employees' performance was 60.40% while the rest of 39.60% was influenced by other variables such as leaderships, the availability of facilities and infrastructures, and motivation. Therefore, it can be concluded that there was a positive influence of discipline level toward the employees' performance; the higher the discipline level the better the employees' performance.

It is suggested to the employee to pay more attention on the school and teaching schedules to avoid interference with the work activities as well as on the employees' need for them to have better work performance. It is recommendable for further research to analyze other factors that influence toward employees' performance in PAUD Damhil DWP UNG such as employees' ability and motivation.

**Keywords:** Discipline Level, Employees' Performance

