

ABSTRACT

This research purposes to finding the effect of work environment and leadership to employee performance through the discipline of work.. Good level of employee performance and the low level of absenteeism which indicates that there is a good level of work discipline at Patra Jasa Convention Hotel Semarang.

This research held in the employees of Patra Jasa Convention Hotel Semarang. Data collected through distribution of questionnaires to 107 permanent employees with purposive sampling, but the data can be processed only 105. The techniques of data testing in this research includes validity test by factor analysis, reliability test, the classical assumption test, multiple linear regression, path analysis, and the Sobel test to examine the mediation effect with SPSS 16.0.

The results of this research indicates that work environment and leadership that applied have positive influence on the discipline of work and employee performance. The analysis also shows that there is a mediation of work discipline effect on employee performance.

Keywords: work environment, leadership, work discipline, employee performance