

## **ABSTRACT**

*Failure or success of the company can be seen from being achieved or not the role of employee in carrying out the work. Discipline one of factor causing the failure of the company in achieving the goal. Many factors that affect employee discipline include punishment, leadership and motivation. The purpose of this research to analyze the influence of punishment, leadership and motivation to work discipline.*

*The population of this research is government employee of Badan Pengembangan Sumber Daya Manusia Daerah (BPSDMD) Provinsi Jawa Tengah. The technique sampling used is purposive sampling technique with the sample size of 65 people. Data collection used by questionnaire method. The analytical method used is multiple linear regression to.*

*The results showed that H1 is accepted that punishment is positive and significant effect on work discipline. H2 is accepted that leadership is positive and significant impact on work discipline. H3 is rejected that motivation is positive effect but not significant to work discipline.*

***Keywords : Punishment, Leadership, Motivation, Work Discipline.***