

## **ABSTRACT**

*This study is motivated by the level of employee discipline at PT. Citra Yoviana Semarang which has not optimal. This problem is caused by their leader who has not given a good example, supervision, and disciplinary sanction.*

*This study aimed to analyze the influence of leadership , supervision , and sanction on employee discipline of PT. Citra Yoviana Semarang. There are 3 independent variables in this study : leadership, supervision, and sanction on employee discipline.*

*This study uses census method with 51 respondents . The analytical method used in this study is multiple linear regression . Based on statistical data analysis, indicators in this study are valid and reliable . In the classical assumption test, regression models multicollinearity trouble-free, does not occur heteroscedasticity, and normal distribution.*

*The result of this study showed that leadership variable has positive and significant effect on employee discipline, supervision variable has positive and significant effect on employee discipline, and sanction variable has positive and significant effect on employee discipline.*

*Good leadership, good supervision, and fair's sanctioning will be able to improve the discipline of employees. These results are consistent with the Hasibuan's theory.*

***Keyword : Leadership, Supervision, Sanction, Employee Discipline***