

ABSTRACT

Human resources are an important asset in the organization. Work discipline is a major factor in achieving organizational goals. Based on the results of interviews and attendance data, discipline problems were found among Telkom University cleaning service employees, such as unexplained absences and tardiness. Leadership plays an important role in building awareness of work discipline.

This study aims to analyze the effect of leadership on work discipline of Telkom University cleaning service employees. The variables in this study consist of leadership as the independent variable and work discipline as the dependent variable.

The research uses quantitative methods with a descriptive approach. Data collection techniques through interviews and questionnaires with a sample size of 142 respondents. Data analysis was performed using PLS-SEM through SmartPLS software.

The results showed that leadership was in the good category (83.43%), while work discipline was in the excellent category (88.77%). Leadership has a positive and significant effect on work discipline. The MGA test shows no difference in the effect of leadership on work discipline between male and female employees.

Leaders are advised to be more active in resolving conflicts between employees through discussion. Employees are expected to be more disciplined in making work reports, so that work discipline assessments can be carried out effectively and in accordance with organizational strategies.

Keywords: *Leadership, Work Discipline*