

IABC

The 6th International
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Conference

2019

THE 6TH INTERNATIONAL ACCOUNTING & BUSINESS CONFERENCE 2019

*Towards Greater Transparency, Accountability
& Sustainability in Financial Governance*

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IABC2019-075**PERFORMANCE IN ORGANIZATIONAL BEHAVIOR: STRENGTH OF WORK
DISCIPLINE AND EMPLOYEE EXTERNAL MOTIVATION**

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Abstract

In principle, operating companies have continued expectations of financial and non-financial developments that are supported by human resources performance in organizational behavior. Analyzing phenomenon, this study aims to examine organizational behavior, namely global leadership, work discipline and external motivation on improving employee performance. Experimental research was carried out through case studies on employees of PT. Ispat Bukit Baja Bekasi. A total of 69 employees were involved in filling through a quantitative questionnaire, by analyzing data through Structural Equation Model. The results of the study conveyed that work discipline and external motivation are employee behaviors that are able to improve employee performance, in contrast to global leadership. However, the role of leadership in providing direction and giving examples in behaving as a key performance indicator of the company. Work discipline and external motivation need to be used as management to strengthen organizational guidelines. In the end, important organizational behavior is considered by the company, in relation to the performance of the company.

Keywords: *Global Leadership, Work Discipline, External Motivation, Employee Performance*