

ABSTRACT

This Research focus at problem that attainment of officer performance wanted to be determined by superior and also by its subordinate at one particular organization. Sometimes attainment of subordinate performance of disagree with expected, caused the lack of good attention in the form of observation and construction and or the other from its superior. Beside that determined also by some factor eksternal, also internal factor officer of the job unit scope.

This research object is PNS in environment of Body of Planning of Development of Area (Bappeda) of Province Banten. Special Characteristic signalized in this research is related/relevant with the observation problem, construction, and Job discipline which progressively concern.

Method used to test the hypothesis is analysis of band or path analysis. Pursuant to the examination result obtained result of influence which are positive and signifikan of influence of observation and construction by together to discipline work the officer at Body of Planning of Development of Area (Bappeda) of Provinsi Banten. Thereby total influence of variable of Observation and Construction by together to Discipline Work is 64%, while the rest 36% determined by other; dissimilar variable is which not yet been identified in model or variable error.

Conclusion from this final masterpiece by together construction and observation have an effect on by signifikan to discipline work the total dengat of influence from second the variable pertained enough. This matter prove that if second the variable if executed by together, hence job discipline will be reached in an optimal fashion, in the meaning that if every good head element from functionary mount the Echelon IV (Lead the Area Sub and Lead the Sub Units), functionary mount the Echelon III (Lead the Area and Superintendent) till functionary mount the echelon II (Lead the Bappeda) applying observation of either through preventif, represif, direct indirectly and also have ladder to all its subordinate by kontinue, consistence and konsekwen, obtainable hence make-up of Discipline Work Officer.