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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui dan menjelaskan gaya kepemimpinan berorientasi tugas dan berorientasi bawahan dan pengaruhnya terhadap kedisiplinan pegawai Lembaga Penjaminan Mutu Pendidikan provinsi Maluku. Lokasi penelitian ini dilaksanakan di Lembaga Penjaminan Mutu Pendidikan Provinsi Maluku. Variabel yang diteliti adalah gaya kepemimpinan berorientasi tugas (X1), gaya kepemimpinan berorientasi bawahan (X2), dan kedisiplinan pegawai (Y). Populasi penelitian ini adalah seluruh pegawai Lembaga Penjaminan Mutu Pendidikan Provinsi Maluku sebanyak 112 orang pegawai. Sampel adalah sebanyak 84 orang pegawai yang ditentukan secara stratified random sampling. Pengumpulan data menggunakan kuesioner. Hipotesis diuji dan dianalisis dengan menggunakan regresi sederhana dan regresi ganda. Hasil penelitian menunjukkan bahwa (1) terdapat pengaruh yang positif dan signifikan antara gaya kepemimpinan berorientasi tugas terhadap kedisiplinan pegawai Lembaga Penjaminan Mutu Pendidikan provinsi Maluku, (2) terdapat pengaruh yang positif dan signifikan antara gaya kepemimpinan berorientasi bawahan terhadap kedisiplinan pegawai Lembaga Penjaminan Mutu Pendidikan Provinsi Maluku, dan (3) terdapat pengaruh yang positif dan signifikan antara gaya kepemimpinan berorientasi tugas dan gaya kepemimpinan berorientasi bawahan secara bersama-sama terhadap kedisiplinan pegawai Lembaga Penjaminan Mutu Pendidikan provinsi Maluku.

**Kata Kunci:** gaya kepemimpinan dan kedisiplinan pegawai

**ABSTRACT**

This study aims to identify and explain thr task-oriented and subordinate-oriented leadership styles and the effect on employee discipline of Education Quality Assurance Institute of Maluku province. The study was conducted at the education Quality Assurance Institute in Maluku province. The variabel variable studied were task-oriented leadrrship styles (X1), Subordinated-oriented leadership style (X2), and employee discipline (Y). The Study populations were the entire 112 employees of the Education Quality Assurance Institute in Maluku province. The samples were 84 employees who determined through stratified random sampling. Data were collected using questionnaires. The hipotesis were tested and analyzed using simple regression and multiple regressions.

The results show that (1) there is a positive and significant effect between task-oriented leadership style to employee discipline Education Quality Assurance Institute in Maluku province, (2) there ia a positive and significant effect between subordinate-oriented leadership style to employee discipline Education Quality Assurance Institute in Maluku, and (3) there is a positive and significant effect between task-oriented leadership styles and subordinate-oriented leadership style simultaneously toward employee discipline of Education Quality Assurance Institute in Maluku province.Task-oriented leadership style and subordinate-leadership style are the effective leadership styles: hence, it can influence the employee discipline of Education Quality of Assurance Institute in Maluku province.

**Kata Kunci:** leadership style and employee discipline