

ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI KEDISIPLINAN KERJA KARYAWAN

(Studi Kasus Pada Koperasi KSU Tandangsari Kabupaten Sumedang)

SKRIPSI

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**Judul Skripsi : ANALISIS FAKTOR-FAKTOR YANG
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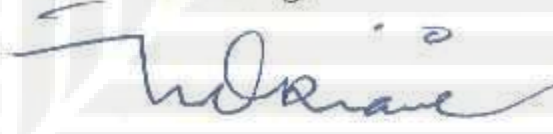
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ABSTRACT

Fransiskus Fredy Loe, The Analysis of Factors Affecting Employee work discipline, Case Study at Koperasi Serba Usaha Tandangsari, under the guidance of Mrs. Dr. Hj. Yuanita Indriani, IR., M.Si and Mrs. Dr. Inne Risnaningsih, S.E., M.Si.

Cooperative is one of the organizations that are expected to contribute in the national development which to improve the general welfare for all economic groups. Therefore, in the management required qualified human resources, qualified human resources are very important role in the development of cooperatives that are able to manage the effort towards a better. To maintain people who are able to manage the business productively, effectively and efficiently that will support and encourage the smooth effort and achievement of the expected goals.

There are various factors that can affect the high or low employee work discipline, this research is conducted to find out what are the factors that can affect the employee work discipline by collecting data and information, presenting and analyzing it so as to provide a fairly clear picture of the object under study.

Sources of data used in this study consisted of 20 employees and 5 administrators. Data were collected through questionnaire and observation then analyzed through scoring. The research method used is case study method with descriptive analysis to describe employee work discipline and factors influencing employee work discipline.

From the results of this study showed that the discipline of employees in the savings and loan unit is included in the criteria, the dairy unit employees are included in the quite well criteria. All employees can implement the rules applied by KSU Tandangsari.

Based on the results of an analysis of the factors that influence employee work discipline at KSU Tandangsari factors that influence employee work discipline are three, the first factor is remuneration which consists of indicators of education level, experience, level of position, maximum wages and family allowances, and indicators that the most dominant influence on work discipline is the maximum wage indicator. The second is the leadership model which consists of firm action indicators, responsible and attendance list and the most dominant indicators affecting employee discipline are responsible indicators. The third factor is decisiveness in the implementation of discipline which consists of indicators of regulations and not discriminated and punishments in accordance with violations, and the most dominant indicators affecting employee work discipline are indicators of punishment in accordance with violations. Therefore, efforts are needed from cooperative business managers to be able to improve employee work discipline by looking at these factors.



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