

ABSTRAK

**GAMBARAN DISIPLIN KERJA KARYAWAN
PT.H DI TANGERANG**

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PT. H adalah perusahaan yang bergerak di bidang manufaktur yang memproduksi nok atap rumah untuk di pasarkan di dalam negeri. PT. H terletak di daerah kawasan Kalisabi Kota Tangerang. Setiap harinya PT. H memiliki target produksi yang dicapai, target kinerja dapat dipenuhi jika karyawan yang bekerja di PT.H dapat menunjukkan disiplin kerja yang baik yang ditandai dengan pemahaman peraturan yang berlaku, kepatuhan dan ketaatan terhadap aturan standar dan pemberian hukuman jika terjadi pelanggaran. Tujuan penelitian ini adalah untuk melihat gambaran disiplin kerja karyawan PT.H di Tangerang. Rancangan penelitian ini adalah penelitian kuantitatif deskriptif, nonprobability dengan jenis teknik *random sampling* sampling, dan sampel berjumlah 77 orang karyawan PT.H. Metode pengumpulan data dilakukan dengan kuisioner dari skala disiplin kerja dengan reliabilitas (α) 0.924 dan aitem valid sebanyak 35. Hasil penelitian menunjukkan bahwa karyawan PT. H lebih banyak memiliki disiplin kerja rendah (54,5%), dengan aspek dominan yaitu pemahaman terhadap peraturan yang berlaku (48%). Karyawan PT. H yang pernah melanggar aturan, bergaji >5 juta/bulan, pernah mendapatkan hukuman potongan tunjangan, tidak pernah mendapat rewards paling banyak pada disiplin kerja rendah. Karyawan yang bergaji 3-5 juta, pernah mendapat hukuman surat peringatan paling banyak memiliki disiplin kerja yang tinggi

Kata kunci: disiplin kerja, PT.H, karyawan

ABSTRACT

**STUDY DESCRIPTION OF WORK DISCIPLINE
OF PT.H EMPLOYEES IN TANGERANG**

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PT. H is a company engaged in the manufacturing sector that produces roof roofs to be marketed domestically. PT. H is located in the Kalisabi area of Tangerang City. Every day PT. H has achieved production targets, performance targets can be met if employees who work at PT.H can show good work discipline which is marked by understanding the applicable regulations, compliance and obedience to standard rules and giving penalties in case of violations. The purpose of this study was to see a description of the work discipline of PT.H employees in Tangerang. The design of this research is descriptive quantitative research, non-probability with the type of random sampling sampling technique, and a sample of 77 employees of PT.H. The method of data collection was carried out by the questionnaire method from the work discipline scale with reliability (α) 0.924 and valid items as many as 35. The results showed that the employees of PT. H has low work discipline (54.5%), with the dominant aspect of understanding the applicable regulations (48%). Employees of PT. H who has violated the rules, has a salary of > 5 million/month, has received a reduction in allowances, has never received the most rewards for low work discipline. Employees who earn 3-5 million who have received a warning letter at most have high work discipline.

Keywords: Work Discipline, PT.H, Employees