

Faktor-faktor yang mempengaruhi disiplin kerja pegawai di RSK DR. Rivai Abdullah Palembang tahun 2015 = The influence factors of work discipline of employees in RSK DR. Rivai Abdullah Palembang year 2015

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Abstrak

Penelitian ini bertujuan mengetahui Faktor-faktor yang mempengaruhi Disiplin kerja pegawai di RSK dr. Rivai Abdullah Palembang tahun 2015. Penelitian ini menggunakan metode kuantitatif dengan desain cross sectional. Populasi pada penelitian ini adalah seluruh pegawai RSK.dr.Rivai Abdullah berjumlah 337 orang, tehnik sampling yang dipergunakan adalah purposive sampling dengan random sampling sehingga responden yang didapat sebanyak 180 orang pegawai.

Berdasarkan data absensi finger tahun 2014 Tingkat Disiplin kerja pada pegawai RSK. dr.Rivai Abdullah Palembang masih rendah, yaitu Pegawai disiplin kerja 54 orang (30%) sedangkan yang tidak disiplin sebanyak 126 orang (70%). Berdasarkan hasil uji statistik Chi Square terhadap Variabel Dependent (Disiplin Kerja) dan Variabel Independent (Jenis Kelamin, Pendidikan, Lama Kerja, Kemampuan, Status Perkawinan, Kompensasi, Motivasi, Atasan dan Aturan) sebagian besar di dapat p -Value $> 0,05$ (p -Value $= 0,05$) berarti tidak ada hubungan antara faktor individu,intrinsik dan ekstrinsik dengan Disiplin kerja pegawai di RSK dr.Rivai Abdullah Palembang tahun 2015. Disarankan meningkatkan kualitas Pegawai dengan : pengembangan karier, pendidikan dan pelatihan serta mempertimbangkan kesejahteraan pegawai

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The objective of this study was to determine the factors which influenced employees work discipline in RSK Dr.Rivai Abdullah Palembang in 2015. This study used quantitative method using cross sectional design. The population of this study was all employees of RSK.dr.Rivai Abdullah amounted to 337 people, the sampling technique used was purposive sampling with random sampling so that the respondents obtained as much as 180 employees.

Based on attendance data of finger print in 2014 discipline level of employees in RSK dr.Rivai Abdullah was still low i.e. employees work discipline were 54 people (30%) while as many as 126 people were not disciplined (70%). Based on the statistical test of Chi Square to the dependent variable (Discipline Work) and the independent Variables (Gender, Education, work duration, ability, marital status, compensation, motivation, head and rules) mostly obtained p -Value > 0.05 (p -Value $= 0.05$), it meant that there was no correlation between individual factors, intrinsic and extrinsic to the work discipline of employees in RSK dr.Rivai Abdullah Palembang in 2015. It is recommended to improve the quality of employees by career development, education and training and considering the employee welfare.