

ABSTRACT

Employee discipline is a key factor in achieving optimal performance, without discipline, it will be difficult to achieve maximum results. Discipline is the feeling of obedience and adherence to values that are believed in, such as responsibility for tasks and punctuality according to the schedule. Data from 2024 indicates a 24% non-compliance rate with the established attendance regulations. The objective of this study is to identify the factors influencing employee work discipline at the East Java Community Eye Hospital. This is a quantitative study with a cross-sectional design. The sample consists of 68 employees of the East Java Community Eye Hospital. The results show that the majority of respondents are aged 26–35 years, female, have worked for 6–10 years, hold a D3 degree, are civil servants, and have a commuting distance of >11 km. Regarding organizational factors, disciplinary sanctions were rated as very good (57%), fairness was rated as unfair (59%), and firmness was rated as firm (63%). The analysis results showed no influence of individual factors on work discipline, including age ($p=0.352$), gender ($p=0.584$), years of service ($p=0.581$), education ($p=0.223$), employee status ($p=0.749$), and commuting distance ($p=0.696$). Organizational factors including disciplinary sanctions ($p=0.361$) and firmness ($p=0.739$) had no influence on work discipline. However, organizational factors including leadership fairness ($p=0.010$) had an influence on work discipline. The conclusion of this study is that individual factors such as age, gender, length of service, education, employee status, and travel distance have no effect on work discipline, and organizational factors such as disciplinary sanctions and managerial firmness have no effect on work discipline. However, organizational factors such as fairness have an effect on work discipline.

Keywords: Employee Discipline, Individual Factors, Organization Factors

ABSTRAK

ANALISIS FAKTOR YANG MEMPENGARUHI KEDISIPLINAN KERJA PEGAWAI RUMAH SAKIT XX

Kedisiplinan pegawai menjadi faktor kunci dalam pencapaian kinerja secara optimal, tanpa disiplin tujuan akan sulit terwujud secara maksimal. Disiplin adalah perasaan patuh dan taat terhadap nilai yang dipercayai, seperti tanggung jawab terhadap tugas dan waktu kehadiran sesuai jadwal. Dari data tahun 2024 menunjukkan adanya ketidakdisiplinan terhadap peraturan absensi yang sudah ditentukan sebesar 24%. Tujuan penelitian ini adalah mengetahui faktor yang mempengaruhi kedisiplinan kerja pegawai di Rumah Sakit XX. Penelitian ini merupakan penelitian kuantitatif dengan desain studi cross sectional. Sampel penelitian ini sebanyak 68 pegawai Rumah Sakit XX. Hasil penelitian ini menunjukkan bahwa mayoritas responden berumur 26-35 tahun, berjenis kelamin perempuan, memiliki masa kerja 6-10 tahun, berpendidikan D3, berstatus ASN, dan jarak tempuh >11 km. Pada faktor organisasi, sanksi hukuman dinilai sangat baik (57%), keadilan dinilai tidak adil (59%), dan ketegasan dinilai tegas (63%). Dari hasil analisis menunjukkan tidak ada pengaruh antara faktor individu terhadap disiplin kerja, umur ($p=0.352$), jenis kelamin ($p=0.584$), masa kerja ($p=0.581$), pendidikan ($p=0.223$), status pegawai ($p=0.749$), dan jarak tempuh ($p=0.696$). Faktor organisasi yang meliputi sanksi hukuman ($p=0.361$), ketegasan ($p=0.739$) tidak ada pengaruh terhadap disiplin kerja. Sedangkan faktor organisasi yang meliputi keadilan pimpinan ($p=0.010$) ada pengaruh terhadap disiplin kerja. Kesimpulan penelitian ini adalah tidak ada pengaruh faktor individu meliputi umur, jenis kelamin, masa kerja, pendidikan, status pegawai, jarak tempuh terhadap disiplin kerja dan tidak ada pengaruh faktor organisasi yang meliputi sanksi hukuman, ketegasan pimpinan terhadap disiplin kerja. Sedangkan faktor organisasi yang meliputi keadilan memiliki pengaruh terhadap disiplin kerja.

Keywords: Kedisiplinan Pegawai, Faktor Individu, Faktor Organisasi