

ABSTRACT

Based on the results of the research that has been conducted, the researcher found several problems regarding the Implementation of Employee Discipline at the Human Resources Development Agency of Bandung City. These problems include the existence of employees who do not obey the rules regarding work hours and work hours, the way employees dress does not comply with the rules.

The research method used in this study is descriptive analysis with a qualitative approach. Data collection techniques used are observation, interviews, and documentation. Data analysis techniques used are data reduction, data presentation, and drawing conclusions. Then the data validity technique uses source triangulation, data triangulation and time triangulation. The theory used in this study uses the Employee Discipline theory according to Singodimejo in Sutrisno.

Based on the results of data processing from this study, the researcher concluded that the Implementation of Employee Discipline at the Human Resources Development Agency of Bandung City has been running but has not been optimal. For the dimensions of Obeying Company Rules and Obeying Behavioral Rules, it is considered quite good. However, there are still problems in the dimension of Obeying Time Rules such as employees coming to the office late and employees going home early before work hours.

Inhibiting factors in the Implementation of Employee Discipline At the Bandung City Human Resources Development Agency office, it can be divided into two dimensions: Obeying Time Rules and Obeying Company Rules. In the Obeying Time Rules dimension, problems occur in employee start and end times, while in the Obeying Company Rules dimension, problems occur in the way employees dress who do not obey the rules.

In order for the Implementation of Employee Discipline at the Human Resources Development Agency of Bandung City to run optimally, several efforts have been made. In the dimension of Obeying Time Rules, steps were taken by giving strict sanctions to employees who are not disciplined, conducting socialization to employees regarding the rules contained in the Office of the Human Resources Development Agency of Bandung City. Meanwhile, in the dimension of Obeying Company Rules, the steps taken were to socialize regarding the correct way of dressing to employees and also to apply strict sanctions to employees who do not carry out discipline.

Keywords: Implementation of Employee Discipline, Employee Discipline