


PENGARUH SANKSI TERHADAP DISIPLIN KERJA KARYAWAN PT MATARAM TUNGGAL GARMENT DI YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh sanksi terhadap disiplin kerja karyawan di PT Mataram tunggal Garment. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif, dengan teknik pengambilan sampel *accidental sampling*. Pengumpulan data primer dilakukan dengan metode observasi, wawancara, dan penyebaran kuesioner yang telah diuji validitas dan reliabilitasnya. Data diuji dengan menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Dari hasil analisis jalur yang telah dilakukan, hasil uji regresi sederhana menunjukkan bahwa nilai koefisien regresi variabel sanksi sebesar 0,955. Nilai regresi bertanda positif artinya jika sanksi yang diberikan semakin ketat, maka disiplin kerja akan semakin meningkat. Hal tersebut dibuktikan melalui hasil perhitungan uji t, t-hitung sebesar 30,824 sedangkan t-tabel sebesar 1,986 pada taraf signifikansi $0,000 < 0,05$. Besarnya koefisien determinasi (*Adjusted R Square*) adalah sebesar 0,911. Koefisien determinasi ini menunjukkan bahwa sanksi (X) mempengaruhi disiplin kerja (Y) sebesar 91,1%, sedangkan sisanya sebesar 8,9% dipengaruhi oleh variabel lain di luar model penelitian. Dapat disimpulkan jika sanksi yang diterapkan semakin ketat maka disiplin kerja karyawan semakin meningkat.

Kata Kunci: Sanksi, Disiplin Kerja

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THE EFFECT OF SANCTIONS ON WORK DISCIPLINE OF PT MATARAM TUNGGAL GARMENT EMPLOYEES IN YOGYAKARTA

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Abstract

This study aims to analyze the effect of sanctions on employee work discipline at PT Mataram Tunggal Garment. The method used in this research is quantitative method with accidental sampling technique. Primary data collection was carried out by means of observation, interviews, and distributing questionnaires that have been tested for validity and reliability. The data were tested using instrument test, classical assumption test, and hypothesis testing. From the results of the path analysis that has been carried out, the results of the simple regression test show that the regression coefficient value of the sanctions variable is 0.955. The regression value is positive, meaning that if the sanctions given are getting stricter, the work discipline will increase. This is evidenced by the results of the t-test calculation, the t-count is 30.824 while the t-table is 1.986 at a significance level of $0.000 < 0.05$. The magnitude of the coefficient of determination (Adjusted R Square) is 0.911. The coefficient of determination shows that the sanction (X) affects work discipline (Y) by 91.1%, while the remaining 8.9% is influenced by other variables outside the research model. It can be concluded that if the sanctions applied are getting stricter, the employee's work discipline will increase.

Keywords: Sanctions, Work Discipline