

**ANALISIS DISIPLIN KERJA KARYAWAN *OUTSOURCING* PT KERETA
API INDONESIA (PERSERO) DAERAH OPERASIONAL 9 JEMBER
UNIT ANGKUTAN FASILITAS PENUMPANG**

Satrio Maulana Setiyadi

Abstrak

Pada penelitian ini terdapat permasalahan pada karyawan *outsourcing* mengenai disiplin kerja. Hal itu karena adanya masalah ketepatan waktu dan absensi. Penelitian ini bertujuan untuk mengetahui tingkat disiplin kerja karyawan *outsourcing* PT Kereta Api Indonesia (Persero) Daerah Operasional 9 Jember Unit Angkutan Fasilitas Penumpang. Penelitian ini menggunakan metode deskriptif dengan pendekatan kuantitatif dengan hasil analisis rata-rata hitung. Sampel pada penelitian ini berjumlah 127 karyawan dengan menggunakan metode *purposive sampling*. Hasil penelitian menunjukkan nilai rata-rata indikator ketepatan waktu kerja sebesar 3,27 yang menunjukkan jawaban responden sangat setuju, indikator kerapian berpakaian sebesar 3,34 yang menunjukkan jawaban responden sangat setuju, indikator kepatuhan pada aturan perusahaan sebesar 3,22 yang menunjukkan jawaban responden setuju, dan indikator tanggung jawab sebesar 3,30 yang menunjukkan jawaban reponden sangat setuju.

Kata Kunci: *Disiplin Kerja, Karyawan Outsourcing*

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**ANALYSIS OF OUTSOURCING EMPLOYEE WORK DISCIPLINE
AT PT KERETA API INDONESIA (PERSERO) DAERAH OPERASIONAL 9
JEMBER UNIT ANGKUTAN FASILITAS PENUMPANG**

Satrio Maulana Setiyadi

Abstract

This research was conducted because there are problems with outsourcing employees regarding work discipline, namely the problem of punctuality and absenteeism. This study aims to determine the level of work discipline of outsourced employees of PT Kereta Api Indonesia (Persero) Operational Area 9 Jember Passenger Facility Transportation Unit. This study uses a descriptive method with a quantitative approach with the results of the arithmetic mean analysis. The sample in this study amounted to 127 employees using purposive sampling method. The results showed that the average value of the punctuality indicator at work was 3.27 which indicated that the respondents' answers strongly agreed, the neatness of dress indicator was 3.34 which indicated that the respondents' answers strongly agreed, the indicator of compliance with company rules was 3.22 which indicated that the respondents' answers agreed. , and the responsibility indicator is 3.30 which indicates the respondents' answers strongly agree.

Keywords: *Work Dicipline, Outsourcing Employee*