**ANALISIS DISIPLIN KERJA KARYAWAN DI MASA PANDEMI**

**COVID-19 PADA PT DHARMAPALA USAHA SUKSES CILACAP**

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# Abstrak

Penelitian ini bertujuan untuk mengetahui disiplin kerja karyawan pada PT Dharmapala Usaha Sukses Cilacap selama masa pandemi COVID-19. Penelitian ini menggunakan metode kuantitatif dengan instrumen kuesioner. Indikator yang digunakan didalam kuesioner disiplin kerja yaitu; ketepatan waktu, waktu kerja, tanggung jawab kerja dan kepatuhan terhadap tata tertib. Populasi pada penelitian ini adalah 360 karyawan dan jumlah sampel sebanyak 78 responden. Teknik pengambilan sampel dengan metode *simple random sampling*. Alat ukur terbukti valid dan reliabel untuk instrumen penelitian. Analisis deskriptif menggunakan alat analisis mean aritmatika untuk mengetahui rata-rata tingkat disiplin kerja karyawan. Hasil penelitian ini menemukan bahwa: (1) Indikator ketepatatan waktu mendapat nilai rata-rata sebesar 3,19. Dapat diartikan bahwa tingkat ketepatan waktu karyawan berada pada kategori “Setuju”. (2) Indikator waktu kerja mendapat nilai rata-rata sebesar 3,20. Dapat diartikan bahwa tingkat waktu kerja karyawan berada pada kategori “Setuju”. (3) Indikator tanggung jawab kerja mendapat nilai rata-rata sebesar 3,35. Dapat diartikan bahwa tanggung jawab kerja karyawan berada pada kategori “Sangat Setuju”. (4) Indikator kepatuhan terhadap tata tertib mendapat nilai rata-rata sebesar 3,31. Dapat diartikan tingkat kepatuhan karyawan terhadap tata tertib berada dalam kategori “Sangat Setuju. (5) Secara keseluruhan, tingkat disiplin karyawan pada PT Dharmapala Usaha Sukses Cilacap mendapat nilai rata-rata sebesar 3,27 atau dapat diartikan tingkat disiplin karyawan berada dalam kategori “Sangat Setuju”. Hal ini dapat diartikan bahwa tingkat disiplin kerja karyawan sangat tinggi. Hasil penelitian ini memberikan implikasi yang sangat penting bagi perusahaan untuk dapat meningkatkan disiplin kerja karyawan mereka.

**Kata Kunci**: *Disiplin Kerja, Ketepatan Waktu, Waktu Kerja, Tanggung Jawab Kerja, Kepatuhan*



***ANALYSIS OF EMPLOYEE WORK DISCIPLINE DURING COVID-19 PANDEMIC AT PT DHARMAPALA USAHA SUKSES CILACAP***

***Muhammad Fauzi***

# *Abstract*

*This study aims to determine the work discipline of employees at PT Dharmapala Usaha Sukses Cilacap during the COVID-19 pandemic. This study used a quantitative method by distributing the questionnaire as the instument. The indicators that is used in the questionnaire are; punctuality, working time, work responsibilities and compliance with regulations. The population of this study was 360 employees and the samples were 78 respondents. The sampling technique used simple random sampling method. The result of the validity test and reliability test proved that all the items were valid and reliable to be used as research instrument. Descriptif analysis used mean aritmatica tools to determine the mean score of employee work discipline. The results of this study found that: (1) The punctuality indicator got an average score of 3.19. It can be interpreted that the employee's punctuality level was in the "Agree" category. (2) The working time indicator got an mean score of 3.20. It can be interpreted that the level of employee working time is in the "Agree" category. (3) The work responsibility indicator got an mean score of 3.35. It can be interpreted that the employee's work responsibilities were in the "Strongly Agree" category. (4) The indicator of compliance with the rules got an mean score of 3.31. It can be interpreted that the level of employee’s compliance with the rules was in the category of “Strongly Agree. (5) Overall, the level of discipline of employees at PT Dharmapala Usaha Sukses Cilacap got an mean score of 3.27 or it can be interpreted that the discipline level of employees was in the "Strongly Agree" category. This indicated that the work discipline of the employees was very high. The results of this study provide important implications for the company to be able to improve the work discipline of their employees.*

***Keywords****: Work Discipline, Punctuality, Working Time, Working Responsibilities, Compliance*