

How to Implement Employee Work Discipline at Pt. SBR

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Abstract

Finding out how employee work discipline is applied at PT. Raja Batu Cement (SBR) is the goal of this study. Examine the reasons behind employee indiscipline issues and suggest solutions for the company's disciplinary issues. Qualitative approaches are the approach taken in this study. Interviews and observations were used as data collecting strategies. Purposive sampling was used to select five staff representatives who were thought to be qualified to answer questions about the research topic as research informants. The research findings, after the analytical procedure, indicate that SBR personnel have a poor degree of discipline, necessitating additional improvement. This company's disciplinary issues include workers who show up late for work, significant absenteeism rates without warning, and delays in completing tasks. In order for employees to better comply with company regulations, leaders must be more assertive with them, put new regulations in writing, and ensure that employees are aware of the importance of respecting time even in the event that the company implements new regulations. Because labor will yield the best results when a disciplined attitude is maintained.

Keywords: Employees, Performance, Work Discipline.

Introduction

For humans to go about their daily lives, there must be laws, customs, standards, provisions, and requirements. To be able to regulate their actions and behavior, this is necessary. Sanctions will be applied to those who break the new regulations. Human actions that abide by relevant laws will prevent anarchy and establish an ordered society. The same thing occurs in an organization where all employees are required to abide by the policies and procedures established by the business. Employee work discipline is essential to the firm's ability to accomplish its goals; without it, the company will suffer (Afriyani, 2021).

Workplace discipline serves as a channel of communication between management and staff in order to influence behavior and increase understanding of corporate policies as well as relevant social standards (Afriyani et al., 2022).

Workers are valuable organizational assets who play a crucial part in achieving the objectives and aspirations of the organization. Without employee support as the company's energy, even with sufficient facilities and infrastructure, it is difficult for the business to expand to be even more advanced (Afriyani, 2023). The business must be equipped to handle any

difficulties or dangers that may arise, both from inside and outside the organization. In the face of unavoidably fierce commercial competition, this challenge requires qualified and skilled human resources. The company's most valuable resource is its workforce, which participates in planning and directing organizational or business operations to accomplish a goal (Yusuf et al., 2022). Employees must thus possess a thorough grasp in order to adhere to all corporate regulations. Additionally, the business itself can fairly represent both low-ranking employees and high-ranking leaders by clearly explaining regulatory matters in a way that employees can easily understand (Afriyani, 2020).

When performing project work, a contractor company is subject to a completion time limit that is determined by the terms stated in the Work Agreement Letter, which is a contract between the contractor and the client. The construction industry seeks to increase compliance with laws and integrate them into daily work operations while also establishing order and management for service providers and users in the fulfillment of their rights and obligations. Moving past this issue, researchers would like to investigate the work discipline of SBR company employees in order to determine the degree to which these individuals apply work discipline in their day-to-day work activities.

Suryanto (2021) carried out earlier research to determine the degree of discipline exhibited by PT BinaAdministration staff members. According to research, contract workers have poor work ethics. This is demonstrated by the fact that they frequently miss work without providing a reason, are absent from work due to illness, frequently arrive late and leave early, and fail to sign the attendance register when they do so.

Methods

SBR object research employs a qualitative research paradigm. As per Sugiyono's account in Kushendar et al. (2022), the qualitative approach is a data analysis technique that is executed efficiently and reliably within a prearranged timeframe, yielding legitimate data that can be

verified for development. This study included both primary and secondary data sources. While secondary data came from sources such as historical corporate statistics, data from research journals, and the like, primary data came directly from observations and interviews. Employers who were chosen to serve as research informants were observed and interviewed as part of the data collection process.

Results and Discussion

Leadership Example

Every group of employees needs to practice work discipline in order to help the organization achieve its goals, according to Yusuf et al. (2022). Resuming good work discipline is undoubtedly possible because everything that is already good can still be enhanced to reach higher levels of performance.

According to informant Iwan, the leadership is working to improve the disciplinary attitude of employees in the company. Tatang and the leadership also believe that the leadership sets an example for employees by showing up for work at the designated time, attempting to be assertive, and fostering a positive work environment that encourages respect for time, all of which help to make employees more disciplined in their work.

The leadership tries to instill discipline in the workforce by setting a good example, such as showing discipline by showing up for work on time and rewarding employees for their level of discipline within the organization. The leadership has done a good job of carrying out its obligations in terms of pursuing justice via words and deeds. Before work begins, leaders always give their staff instructions. They also divide up the work according to each worker's area of competence and exhibit a disciplined demeanor.

Remuneration

An employee's salary is a type of orderly compensation and recognition for the outcomes of his job (Afriyani, 2022).

The leadership consistently paid employees their paychecks on time and in compliance with the policies of the business, according to informants Yana, Dedi, and Edi. Punctuality in salary distribution is one type of workplace discipline.

Although the company's leadership has always paid employees on schedule in accordance with the rules in place, there are instances when this hasn't happened because of delays in the money entering the business. Employee pay is crucial to the company's ability to make workers feel safer, motivate them to complete tasks without hesitation, and increase productivity and effectiveness.

Justice

Five informants, namely Edi, Erwin, Fauzi, Sri, and Reni, concurred that the leadership had delivered justice in the workplace. This was because the leadership had assigned work based on the employees' skill sets and in compliance with the company's established procedures; only a portion of the work was provided by the leadership, and this was more about the employees' tardiness than anything else.

Five informants, Edi, Erwin, Fauzi, Sri, and Reni, all consented to disclose that the leadership had acted appropriately in applying justice to the words and deeds directed at the employees. Because the leadership consistently offers guidance when things are going well, it is evident that the mindset adheres to the standards of justice.

Although the leadership has distributed work to staff members equitably and in compliance with the company's standards on expertise procedures, there are instances where the leadership continues to assign larger workloads, making it more difficult for staff members to complete tasks on time.

Attached Monitoring

The methodical process of setting company performance criteria and planning is called supervision. Designing a data feedback system, comparing actual performance to established

organizational standards, and identifying deviations in order to take remedial action and ensure that all company resources have been used as efficiently as possible are the goals of planning. accomplish business objectives (Sugandi, 2018).

Five informants—Edi, Erwin, Sri, Fauzi, and Reni—agreed that supervision significantly affects workers. Employee deviations from the norm in their job will arise in the absence of leadership oversight, creating barriers and making it challenging to achieve optimal work output.

Work discipline among employees is greatly impacted by leadership supervision because each employee's work needs to be closely monitored to prevent errors and ensure that goals are met.

Punishment Sanctions

Sanctions for punishment are the result of behavior that is not disciplined or that deviates from the policies and procedures that are in place in the organization (Kurhayadi, 2018). The corporation implements punitive measures to discourage employees from breaking rules or to make them fearful of doing so.

Informants Edi, Erwin, Fauzi, Sri, and Reni stated that if workers in the company break established policies, they will be disciplined according to the offense committed. For example, they may be given a warning before having their working hours extended, or they may not be allowed to continue working for the company.

Assertiveness

Employee work discipline is significantly impacted by a leader's firmness in action (Mutohar, 2018). Employees who break corporate policies must face punitive measures.

According to five informants, employees are more inclined to follow current regulations when there is a punishment or sanction in place. These informants are Edi, Erwin, Fauzi, Sri,

and Reni. Workers will be more watchful at work and act as a disincentive to those who disobey corporate policies.

The stern and unambiguous stance taken by the leadership against workers who disobey corporate policies. Depending on the severity of the employee's rule breach and the corporate policies, the leadership may apply disciplinary measures.

Human Relations

Informants Edi, Erwin, Fauzi, and Reni believe that there are excellent leadership connections amongst staff members. Leaders don't see their staff members according to their position; instead, they see them as family and friends, which makes it comfortable for staff members to voice their ideas or report issues. Leaders also always assist in finding solutions for staff members when issues arise.

Informant Sri claims that because some employees are unable to voice their ideas or concerns, there is a poor rapport between workers and leaders. The human relationship between leaders and employees is excellent because both parties have a helpful attitude toward one another in times of need and treat one another like friends or family to maintain a close bond.

Conclusion

The following conclusions on the work discipline of SBR workers can be made in light of the research's findings and discussion: Workers need to exercise greater caution in their work, and job training is necessary to develop workers' skills and enable them to perform their jobs as effectively as possible; Leaders model assertiveness and foster a positive, respectful work atmosphere that encourages people to be more diligent in their job. The employer pays workers as evidence of compensation for the time they are employed; When labor is assigned to employees according to fields and processes, leadership offers fairness to the workforce. each employee's level of competence; The company's supervision has a significant impact on workers to prevent anomalies in their work; Executives apply harsh penalties to staff members

who violate policies; A severe consequence will be applied based on the level of firmness with which the leadership deals with employees who break its policies; Building strong bonds between leaders and staff members is essential to enabling employees to voice concerns and ideas and to receive assistance from leaders in finding solutions.

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