

***ANALYSIS OF EMPLOYEE DISCIPLINE IN ANTICIPATING WORK
ACCIDENTS AT PT. INDUSTRIAL MULTI HYDRACHROME***

By:

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Abstract

This study aims to analyze the implementation of employee discipline and identify the factors that influence employee discipline at PT. Industrial Multi Hydrachrome. The research method used is a qualitative approach with phenomenological studies. Data was collected by observation, interviews, and documentation. The results of the study indicate that PT. Multi Hidrachrome Industri has implemented preventive discipline, corrective discipline, and progressive discipline, but there are still shortcomings in its implementation such as selecting the best employees, installing disciplinary posters, and procuring Personal Protective Equipment (PPE). The factors that influence discipline at PT. MHI includes the existence of definite rules, exemplary leadership, leadership supervision, leadership courage to take action, leadership relationships with employees and habits that are often carried out.

Keywords: Preventive discipline, Corrective discipline, Progressive discipline

ANALISIS DISIPLIN KERJA KARYAWAN DALAM MENGANTISIPASI KECELAKAAN KERJA DI PT. MULTI HIDRACHROME INDUSTRI

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Abstrak

Penelitian ini memiliki tujuan untuk menganalisis pelaksanaan disiplin kerja karyawan dan mengidentifikasi faktor-faktor yang mempengaruhi kedisiplinan karyawan di PT. Multi Hidrachrome Industri. Metode penelitian yang digunakan merupakan pendekatan kualitatif dengan studi fenomenologi. Pengumpulan data dilakukan dengan observasi, wawancara, dan dokumentasi. Hasil dari penelitian menunjukkan bahwa PT. Multi Hidrachrome Industri telah mengimplementasikan disiplin preventif, disiplin korektif, dan disiplin progresif, namun masih terdapat kekurangan pada pelaksanaannya seperti pada pemilihan karyawan terbaik, pemasangan poster kedisiplinan, dan pengadaan Alat Pelindung Diri (APD). Adapun faktor-faktor yang mempengaruhi kedisiplinan di PT. MHI diantaranya keberadaan peraturan pasti, keteladanan pimpinan, pengawasan pimpinan, keberanian pimpinan mengambil tindakan, hubungan pimpinan dengan karyawan dan kebiasaan yang sering dilakukan.

Kata kunci : Disiplin preventif, Disiplin korektif, Disiplin progresif