

## ABSTRACT

ICHA RAHMADANI, 2019 The Effect of Fingerprint and Punishment on the Discipline of PT. Radar Makassar Daily, Thesis Management Study Program Faculty of Economics and Business, University of Muhammadiyah Makassar. Supervised by Supervisor I Andi Mappatempo. and Advisor II Sitti Nurbaya.

This thesis discusses the influence of fingerprints and punishment on the discipline of employees of PT. Makassar Radar Daily. The main problem in this research is that the writer found that discipline has not fully worked well at PT. Makassar Radar Daily. This can be seen from the employee attendance that is used is the fingerprint and there are still employees who arrive late for reasons that are generally far away office locations and stuck in traffic jams on the road. In addition, the sanctions imposed by management on employees who violate discipline regarding entry hours are still relatively mild as verbal reprimands but do not result in dismissal of employees. The purpose of this study was intended to determine the effect of the application of fingerprints and punishment on employee discipline at PT. Makassar Radar Daily.

This research is quantitative research. The sample in this study is the entire population with a total of 50 employees. The way of taking the sample of respondents in this study was done by total sampling (saturated sample). While the data collection techniques used a questionnaire. The data analysis technique used is the validity and reliability test, classic assumptions test, multiple linear regression analysis, coefficient of determination, t test and f test.

The results of this study indicate that the fingerprint has a significantly positive effect on employee discipline and punishment has a significant positive effect on employee discipline. Based on these results it can be concluded that fingerprint and punishment have a significant positive effect on employee discipline in PT. Makassar Radar Daily.

Keywords: Fingerprint, Punishment, Employee Discipline

## ABSTRAK

ICHA RAHMADANI, 2019 Pengaruh Fingerprint dan Punishment Terhadap Kedisiplinan PT. Harian Radar Makassar, Skripsi Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh Pembimbing I Dr. Andi Mappatempo. S.E, M. M dan Pembimbing II Dr. Sitti Nurbaya S.Pd. M. M.

Skripsi ini membahas tentang pengaruh fingerprint dan punishment terhadap kedisiplinan karyawan PT. Harian Radar Makassar. Pokok permasalahan dalam penelitian ini adalah penulis menemukan bahwa kedisiplinan belum sepenuhnya berjalan dengan baik pada PT. Harian Radar Makassar. Hal ini dapat ditinjau dari absensi karyawan yang digunakan adalah fingerprint dan masih ada karyawan yang datang terlambat yang alasan umumnya lokasi kantor yang jauh dan terjebak kemacetan lalu lintas diperjalanan. Selain itu, sanksi yang diterapkan pihak manajemen bagi karyawan yang melanggar kedisiplinan terhadap jam masuk masih tergolong ringan seperti halnya teguran lisan namun tidak sampai dengan pemecatan karyawan. Tujuan penelitian ini dimaksudkan untuk mengetahui pengaruh penerapan fingerprint dan punishment terhadap kedisiplinan karyawan pada PT. Harian Radar Makassar.

Penelitian ini adalah penelitian kuantitatif. Sampel dalam penelitian ini yaitu seluruh populasi dengan jumlah 50 orang karyawan. Cara pengambilan sampel responden dalam penelitian ini dilakukan dengan cara total sampling (sampel jenuh). Sedangkan teknik pengumpulan data menggunakan kuesioner. Adapun teknik menganalisis data yang digunakan yaitu uji validitas dan realibilitas, uji asumsik klasik, analisis regresi linear berganda, koefisien determinasi, uji t dan uji f.

Hasil penelitian ini memperlihatkan bahwa fingerprint berpengaruh secara positif signifikan terhadap kedisiplinan karyawan dan punishment berpengaruh positif signifikan terhadap kedisiplinan karyawan. Berdasarkan hasil penelitian tersebut dapat disimpulkan bahwa fingerprint dan punishment berpengaruh positif signifikan terhadap kedisiplinan karyawan PT. Harian Radar Makassar.

**Kata Kunci :** Fingerprint, Punishment, Kedisiplinan karyawan