

ABSTRACT

EMPLOYEE DISCIPLINE SYSTEM IN CONTROL OF HUMAN RESOURCES IN THE FAMILY COMPANY (Study at PO. Puspa Jaya Bandar Lampung)

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PO Puspa Jaya is a family company that is engaged in a public bus transportation services. This study aimed to describe the application of employee discipline system in the control of human resources in family firms PO Puspa Jaya. This study is a qualitative research data collection techniques using interviews and observation. Informant in this research is the Director PO Puspa Jaya, Head of Operations, Head of Nursing, Crew Bus, and employees at PO Puspa Jaya. To increase the degree of confidence that the data obtained from interviews used source triangulation techniques. The results showed that there had been indiscipline to employees PO Puspa Jaya. This is related to the culture of the family company in PO Puspa Jaya affecting the elements in the system is the lack of planning and the indicators of labor discipline that has not been able to increase discipline among others giving employees tasks that are not in accordance with the purpose and abilities of employees, granting remuneration which is not in accordance with the needs of employees, directors injustice in giving the penalty, and the division of roles to employees, and indecision of directors in conducting disciplinary. The conclusion of this study indicate employee discipline system at PO Puspa Jaya has not been able to control the human resources well.

Key Words: Employee Discipline System, Family Company