

ABSTRACT

DETERMINANTS OF WORK DISCIPLINE AMONG EMPLOYEES OF THE WAREHOUSE DEPARTMENT AT PT GREAT GIANT PINEAPPLE PG 4 EAST LAMPUNG REGENCY

By

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Work discipline is the most important operative function of human resource management because the better the employee's work discipline, the higher the work performance achieved. Without good work discipline, it is difficult for a company to achieve optimal results. This study aims to analyze the level of work discipline, leadership, motivation, human relations, and household welfare, as well as to analyze the influence of leadership, motivation, human relations, household welfare, and employment status on work discipline. This study uses a census method with a total of 50 respondents, consisting of 13 permanent employees and 37 non-permanent employees. Research data collection was conducted at the Warehouse Department of PT Great Giant Pineapple PG 4, East Lampung Regency from May to July 2025. Data analysis used in this study is descriptive statistical analysis and multiple linear regression analysis. The results of the study indicate that work discipline, leadership, and human relations in the Warehouse Department of PT Great Giant Pineapple PG 4 are in the good category, motivation is in the category of being sufficiently fulfilled, and household welfare is in the category of prosperous family II, which means that basic, social and psychological needs have been met. Leadership, motivation, human relations, household welfare, and employee status have a joint influence on work discipline variables. Partially, leadership, motivation, human relations, household welfare, and employee status have an influence on employee work discipline. Leadership is a determinant variable of employee work discipline in the Warehouse Department of PT Great Giant Pineapple PG 4.

Key words: work discipline, leadership, work motivation, human relations, household welfare, employee status.

ABSTRAK

DETERMINAN DISIPLIN KERJA KARYAWAN DEPARTEMEN *WAREHOUSE* PT GREAT GIANT PINEAPPLE PG 4 KABUPATEN LAMPUNG TIMUR

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Disiplin kerja merupakan fungsi operatif manajemen sumber daya manusia yang terpenting karena semakin baik disiplin kerja karyawan, semakin tinggi prestasi kerja yang dicapai. Tanpa disiplin kerja yang baik, sulit bagi perusahaan mencapai hasil yang optimal. Penelitian ini bertujuan untuk menganalisis tingkat disiplin kerja, kepemimpinan, motivasi, hubungan kemanusiaan, dan kesejahteraan rumah tangga, serta menganalisis pengaruh kepemimpinan, motivasi, hubungan kemanusiaan, kesejahteraan rumah tangga, dan status kepegawaian terhadap disiplin kerja. Penelitian ini menggunakan metode sensus dengan jumlah responden sebanyak 50 orang karyawan, yang terdiri atas 13 karyawan tetap dan 37 karyawan tidak tetap. Pengumpulan data penelitian dilakukan di Departemen *Warehouse* PT Great Giant Pineapple PG 4 Kabupaten Lampung Timur pada bulan Mei hingga Juli 2025. Analisis data yang digunakan dalam penelitian ini adalah analisis statistik deskriptif dan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa disiplin kerja, kepemimpinan, dan hubungan kemanusiaan di Departemen *Warehouse* PT Great Giant Pineapple PG 4 masuk kategori baik, motivasi masuk kategori cukup terpenuhi, dan kesejahteraan rumah tangga berada pada kategori keluarga sejahtera II yang artinya kebutuhan dasar, sosial dan psikologis sudah terpenuhi. Kepemimpinan, motivasi, hubungan kemanusiaan, kesejahteraan rumah tangga dan status kepegawaian berpengaruh secara bersama-sama terhadap variabel disiplin kerja. Secara parsial kepemimpinan, motivasi, hubungan kemanusiaan, kesejahteraan rumah tangga, dan status kepegawaian berpengaruh terhadap disiplin kerja karyawan. Kepemimpinan merupakan variabel determinan disiplin kerja karyawan Departemen *Warehouse* PT Great Giant Pineapple PG 4.

Kata kunci: disiplin kerja, kepemimpinan, motivasi kerja, hubungan kemanusiaan, kesejahteraan rumah tangga, status kepegawaian.