

**PERANAN PEMBINAAN KARAKTER DALAM USAHA MENINGKATKAN
PEMBINAAN KARAKTER KARYAWAN PADA PT. SAPTAINDRA SEJATI JOBSITE
BORO KABUPATEN TANAH BUMBU**

Ilham Sainuddin 1), Murdiansyah Herman 2), Fika Fibriyanita3)
1) 2) 3) FISIP, Universitas Islam Kalimantan MAAB (UNISKA) Banjarmasin
Email: ilhamsainudin@gmail.com

ABSTRACT

ILHAM SAINUDDIN NPM. 17.12.0194, The Role of Character Building in Improving Employee Discipline at PT. Saptaindra Sejati Jobsite Boro, Tanah Bumbu Regency, Supervisor I. Dr. Murdiansyah Herman, S.Sos, M.Ap., and Supervisor II. Fika Fibriyanita, S. Sos, M. Ap.

The background of this research is because character building has a very important role in increasing employee discipline at PT. Saptaindra Sejati Jobsite Boro, Tanah Bumbu Regency.

The purpose of this research is to find out how the character building process is carried out by the leaders at PT. Saptaindra Sejati Jobsite Boro Tanah Bumbu Regency in improving employee discipline.

The benefits of this research are expected to be useful for developing concepts and theories related to the character building process carried out by leaders in improving employee discipline.

This research method uses a descriptive-correlational research method. This means that researchers are trying to connect between the independent variable and the dependent variable.

The results of the study found evidence that the role of character building in improving employee discipline at PT. Saptaindra Sejati Jobsite Boro, Tanah Bumbu Regency, has proven to be running well. This is supported by the author's observational analysis which shows that 74.07% of respondents confirmed that character building can encourage employees to comply with various applicable rules or regulations; 85.72% of respondents confirmed that the process of building employee character can increase work effectiveness; 77.78% of respondents confirmed that disciplinary character development can educate an employee not to violate the rules that have been set; there were 77.74% of respondents stating the truth that, with Character Development of Employee Discipline can improve the quality of work of Employees to the community; and 81.48% of respondents confirmed that by fostering the character of employee discipline, the quality of work of employees has also increased.

Inhibiting factors, there is still a lack of encouragement from the leadership of the Personnel Leader towards his subordinates; Lack of employee encouragement in determining self-discipline methods within the framework of applicable regulations; Leadership The Personnel Leader is still lacking in firmness in carrying out corrective discipline; and Discipline character development through disciplinary training is also felt to be lacking.

Efforts are made, so that supervision can run, it must be able to encourage employees to be responsible in carrying out their duties as well as possible; the head of Personnel must be able to carry out sanctions against violators of character building; Employees must create good character building in an atmosphere of high concern for employees towards achieving organizational goals; the head of Personnel must be brave and firm in taking action against the perpetrators of employee violations; and Employees need to be given character building and explanation of the various conditions that must be obeyed and the standards that must be met.

Keywords: *Character Building, discipline*

DAFTAR PUSTAKA

- Buku Pedoman Akademik, (2012), Panduan Penulisan Skripsi Fisip, Banjarmasin, Website: www.uniska-bjm.ac.id Email.
- Djarwanto & Pangestu, (2010), Statistik Induktif, Yogyakarta, BPFE.
- Draha, Taliziduhu, (2010), Pengantar Pengembangan Sumber Daya Manusia, Jakarta, Rineka Cipta.
- Gibson, James L. John M.I, James H. Donely, (2009), Organisasi, Perilaku, Struktur, Proses, Jakarta, Inter Aksara.
- Gie, Liang The, (2009), Administrasi Perkantoran Modern, Yogyakarta, Liberty.
- Hadi, Sutrisno, (2013), Statistik Jilid II, Yogyakarta, Penerbit Fakultas Psikologi UGM.
- Hasibuan, Malayu H, (2015), Organisasi dan Motivasi, Dasar Peningkatan Produktivitas, Jakarta, Aksara.
- Ikun MS, (2012), Faktor-faktor yang Berhubungan Dengan Kinerja Karyawan
- Indra, Juli, (2010), Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan di Hotel Melia Purosani.
- Intruksi Presiden Republik Indonesia Nomor 7 Tahun 1999, (1999), Akuntabilitas Kinerja Instansi Pemerintah, Jakarta.
- Kartono, Kartini, (2016), Pemimpin dan Kepemimpinan, Jakarta, Rajawali.
- Kootz, Harold, O' Donnel, Cyril dan Heinz, Weihrich, (2008), Manajemen, Singapura, Mc Grow Hill Book Company.
- Kusriyanto, Bambang, (2006), Meningkatkan Produktifitas Karyawan, Jakarta, Pustaka Binaman Pressindo.
- Masri Singarimbun & Sofian Effendi. 2015. Metode Penelitian Survei. Jakarta : PTPustaka LP3S Indonesia
- Nitisemito, Alex S, (2015), Manajemen Personalia (Manajemen Sumber Daya Manusia), Jakarta, Ghalatia Indonesia.
- Quade, Es, (2010), Analysis for Public Decission, New York, Second Edition, Fourth Printing Elsevier Science Publishing.
- Reksohadiprajo & Handoko, T.H, (2011), Manajemen Personalia dan Sumber Daya Manusia. Edisi Kedua, Yogyakarta, BPFE.
- Robbins, P. Stephen, (2006), Perilaku Organisasi : Edisis Bahasa Indonesia Jilid I & II, Jakarta, PT Prinhalindo.
- Rue, L.W. & LL. Byars, (2016), Manajemen Theory and Application, Ricard D. Irwin Inc. Homewood IL.
- Saydam, Ghodzali, (2006), Manajemen Sumber Daya Manausia, Human Resources Management, Terjemahan, Jakarta, Bina Rupa Aksara.
- Soeryadi, Drs & Cilmenes Forang, (2015), Buku Petunjuk Penulisan Karya Ilmiah, Jakarta; Bumi Aksara.