

## ABSTRAK

Ari Yanto. 2022. Pengaruh Penerapan Presensi Manual dan *Punishment* Terhadap Disiplin Kerja Karyawan Pada SPPBE PT. Karya Musi Mandiri Kabupaten Ogan Komering Ulu, dibawah bimbingan Ali Akbar, S.E., M.Si sebagai pembimbing 1, dan Hilmi Wiranawata, S.E.,M.M sebagai pembimbing 2.

Penelitian ini bertujuan untuk mengetahui Pengaruh Penerapan Presensi Manual dan *Punishment* Terhadap Disiplin Kerja Karyawan Pada SPPBE PT. Karya Musi Mandiri Kabupaten Ogan Komering Ulu. Dalam melakukan analisis ini menggunakan Analisis Regresi Linear Berganda. Berdasarkan analisis data dan pembahasan secara parsial Presensi Manual ( $X_1$ ) berpengaruh terhadap disiplin kerja dengan hasil  $t_{hitung} 8,069 > t_{tabel} 2,022$  dan *Punishment* ( $X_2$ ) berpengaruh terhadap Disiplin Kerja dengan hasil  $t_{hitung} 3,376 > t_{tabel} 2,022$ . Sedangkan secara simultan Presensi Manual dan *Punishment* berpengaruh signifikan terhadap Disiplin Kerja Karyawan pada SPPBE PT. Karya Musi Mandiri Kabupaten Ogan Komering Ulu, dengan hasil  $f_{hitung} 447.700 > f_{tabel} 3,24$ . Nilai koefisien determinasi (R Square) sebesar 0,958. Hal ini menunjukkan bahwa pengaruh Presensi Manual dan *Punishment* Terhadap Disiplin Kerja Karyawan pada SPPBE PT. Karya Musi Mandiri Kabupaten Ogan Komering Ulu sebesar 95,8 % sedangkan sisanya sebesar 4,2 % dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

**Kata Kunci:** Presensi, *Punishment*, Disiplin Kerja.

## **ABSTRACT**

*Ari Yanto. 2022. The Influence of Manual Attendance and Punishment Application on Employees' Work Discipline at PT. Karya Musi Mandiri SPPBE, Ogan Komering Ulu Regency, under the guidance of Ali Akbar, S.E., M.Si, and Hilmi Wiranawata, S.E., M.M.*

*This study aims to determine the influence of Manual Attendance and Punishment Application on Employees' Work Discipline at PT. Karya Musi Mandiri SPPBE, Ogan Komering Ulu Regency. In conducting this analysis using Multiple Linear Regression Analysis. Based on data analysis and partial discussion, Manual Attendance ( $X_1$ ) has an influence on work discipline with the results of  $t$  count  $8.069 > t$  table  $2.022$  and Punishment ( $X_2$ ) has an influence on Work Discipline with the results of  $t$  count  $3.376 > t$  table  $2.022$ . Meanwhile, Simultaneously Manual Attendance and Punishment have a significant influence on Employees' Work Discipline at PT. Karya Musi Mandiri SPPBE, Ogan Komering Ulu Regency, with the results of  $f$  count  $447,700 > f$  table  $3.24$ . The value of the coefficient of determination ( $R$  Square) is  $0.958$ . This shows that the influence of Manual Attendance and Punishment on Employees' Work Discipline PT. Karya Musi Mandiri SPPBE, Ogan Komering Ulu Regency Ogan Komering Ulu Regency, amounted to  $95.8\%$  while the remaining  $4.2\%$  was influenced by other variables not explained in this study.*

**Keywords: Attendance, Punishment, Work Discipline.**