

ABSTRACT

Dafid S Moch H, 2012. The relationship between labor discipline with awareness of duty of employees in PT Semen Gresik (Persero) Tbk. Thesis. Faculty of Psychology, State Islamic University (UIN) Maulana Malik Ibrahim Malang.

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Humans within an organization is seen as something valuable and be the focal point of business. This means that man is a determinant for the achievement of organizational goals effectively and efficiently, so that it can be said that success is determined by humans. One of the factors that determine the quality of employees that is, the consciousness of duty. The importance of human resources of the organization lies in human consciousness to react positively to target jobs or activities that lead to the achievement of the organization. Therefore, each organization should have a duty kasadaran employees who support the progressive development of the company. One of the support, among other forms of discipline for employees to form employee behaviors that are consistent with the rules of the company and help employees to become more productive.

The research was conducted at PT Semen Gresik (Persero) in order to determine the relationship between labor discipline with awareness of employee duties. Methods of data collection using the questionnaire method. Questionnaire consisted of two questionnaires, namely questionnaires labor discipline and duty consciousness, each of which consists of 24 aitem. Analysis technique used is the product moment analysis.

Based on the analysis of the study obtained the following results: Number of respondents in this study were 60 people, the variable labor discipline 10 employees (16.67%) had a high work discipline, 49 employees (81.67%) had labor discipline is, and one employee (1.66 %) have low labor discipline. While the consciousness of duty variable number of 8 employees (13.3%) had a high awareness of duty, 48 employees (80%) had a consciousness of duty was, and four employees (6.7%) had a low awareness of duty. The results on these two variables (labor discipline with awareness run errands) yields that there is a positive relationship ($r_{xy} 0.862$; with $\text{sig} < 0.05$). That is, the relationship between the variable of work discipline with a variable duty consciousness is significantly positive with a value of 0.000 and significance value Sig. (2-tailed) is below or less than 0.05.