

## **ABSTRACT**

Sulviyah WahyuNingsih. 2012, THESIS. Title: “The Analysis of Implementing Work Disciplines in Purpose to Increase Work Performances in PT. PLN (PERSERO) UPJ Bululawang Malang Employees”

Advisor: Dr. HA. Muhtadi Ridwan, MA

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In the middle of strong and tight business world rivalry, every company is demanded to always improve all of the managements to survive and keep going. That action is conducted to avoid the bad effects of globalization to the company. One of managements which have to be always improved is human resources management. Consequently, in purpose to achieve the aims of organization, it is needed the correction of its human resources quality, one of example is the implementing the moral behavior toward every employee in order to work optimally by work discipline. By work discipline, it is expected to every employee on the company can upgrade the work discipline quality for the sake of creating the company aims. The high work performance is one of the company aims to keep the continuity of the company. The aim of this research is to know how the implementing work discipline in purpose to improve the employee work performance. That background affects the research entitles “Analysis of Implementing Work Disciplines in Purpose to Increase Work Performances of PT. PLN (PERSERO) UPJ Bululawang Malang Employees”.

This research uses descriptive qualitative approach which portrays systematically the research focus including the employee work discipline and performances. There are five persons as research subjects. The data analysis is conducted in purpose to simply the data, so the data can be read and interpreted easily. The data are collected by observation, interview, and documentation. The data analysis through three steps: data reduction, data presentation and concluding (verification).

The result of the research shows that there is an implementation of work discipline which affects the level of work performances on UPJ Bululawang employees. It can be seen from the reached achievements by work discipline which has been done well by all of the employees, either its PLN employees or the outsourcing. It can be concluded that the implementation of work discipline on PT PLN (PERSERO) UPJ Bululawang can be categorized as good so can upgrade the employee work performances.