

Factors Affecting the Work Discipline of PT Asshidiq Cater Indonesia Employees

Maya Damayanti, Idqan Fahmi, Imam Teguh Saptono

Bogor Agricultural University, Business School, Jalan Raya Pajajaran, Bogor 16 151, Indonesia

Corresponding Author: Maya Damayanti

DOI: <https://doi.org/10.52403/ijrr.20230108>

ABSTRACT

Work discipline in an organization is needed to support the company's competitiveness in the long term. Organizational or corporate goals will be difficult to achieve unless there is good work discipline. This study aims to determine the factors that affect the work discipline of PT. Asshidiq Cater Indonesia by using Structural Equation Modeling (SEM) analysis techniques and formulating strategies for improving employee work discipline. The data in this study is the result of a survey of 50 employees of PT. Asshidiq Cater Indonesia which was then analyzed using the Structural Equation Modeling (SEM) method. Based on the results of the analysis, the researcher recommended to PT. Asshidiq Cater Indonesia to establish definite rules related to labor discipline as well as punitive sanctions for employees who violate the regulations; supervise work discipline continuously by the leadership so that employees feel supervised and give reprimands either verbally or in writing for anyone who violates work discipline so that the discipline of PT employees. Asshidiq Cater Indonesia is on the rise.

Keywords: *Work discipline, Employee of PT Asshidiq Cater Indonesia, SEM*

INTRODUCTION

Human resource management is one of the important factors supporting the success of an organization or company. According to Sutrisno (2009) human resources are the main element for the success of a company, thus companies cannot rely solely on excellence in technology and financial

capabilities. Human resources are an essential element of the company because these elements regulate and run other resources owned by the company.

To support the company's competitiveness in the long term, human resources are needed who are willing to work and pay attention to work time or work discipline properly. Because if employees are not disciplined in carrying out their work, there will be a possibility of negligence in carrying out their duties.

This of course also applies to PT. Asshidiq Cater Indonesia. PT Asshidiq Cater Indonesia is a company engaged in catering services located in Pondok Betung South Tangerang. PT Asshidiq Cater Indonesia was founded in 2007 and has a culture of B.E.S.T (Good, Delicious, Syar'i, Punctual). As of this writing, PT. Asshidiq Cater Indonesia has served more than 141,000 customers. In order to realize B.E.S.T, PT Asshidiq Cater Indonesia began to implement the ISO 9001: 2015 standard. PT Asshidiq Cater Indonesia began implementing the ISO 9001:2015 standard which is a Quality Management System certification that focuses on processes and consumers.

However, the work discipline data of PT. Asshidiq Cater Indonesia still shows numbers that are not optimal. Percentage of delays in PT. Asshidiq Cater Indonesia in 2018 was at 42.45%. This figure then rose to 47.94% in 2019 before finally falling to 37.85% the following year. This data shows

that the employee delay rate is still quite high in the last three years.

PT. Asshidiq Cater Indonesia has made several efforts to improve employee

discipline. One of them is to provide a Warning Letter (SP) to employees who commit violations. The SP grant data is presented in table 1 below.

Table 1. Number of employees sanctioned for the 2017-2019 period

No	Warning Sanctions	2017 Frequency	2018 Frequency	2019 Frequency
1	SP 1	8	22	28
2	SP 2	-	10	12
3	SP 3	1	2	4

The data shows that in the last three years, the number of employees who get SP has increased every year. It is with this that the higher the number of employees who get SP means that the work discipline of employees within the company is low and vice versa the lower the number of employees who get SP means the work discipline of employees is higher. Given the importance of discipline in a company or organization, the study will analyze the factors that affect the work discipline of Employee PT Asshidiq Cater Indonesia and formulated a strategy to improve employee work discipline.

LITERATURE REVIEW

Human Resource Management

Hasibuan (2013) explained that human resource management is an art that regulates the relationship and role of labor to effectively and efficiently help realize the goals of the company, employees and society. Furthermore, Hasibuan (2013) explained that human resource management is applied with two functions that have their own linkages. The first human resource management function is the managerial function. Managerial functions include planning, organizing, directing, and controlling. The next function of human resource management is the operational function. Operational functions include procurement, development, compensation, integration, maintenance, discipline, and dismissal.

Work Discipline

Work discipline According to Singodimedjo (2009) Discipline is an attitude of a person's willingness and willingness to obey and obey the norms of the regulations that apply around him. Work discipline is an important thing in an effort to create order in a company or organization.

Factors affecting labor discipline

According to Hasibuan (2016) stated that there are five (5) factors that affect work discipline, namely the goals and abilities of employees, leadership, compensation, legal sanctions, and supervision. Meanwhile, Singodimedjo (2016) stated that the factors that affect employee discipline include the value of compensation for employees, the presence or absence of examples from the leadership, the presence or absence of definite work rules, the courage of the leadership, the presence or absence of supervision from the leadership and the presence or absence of attention given by the leadership.

Aspects in labor discipline

There are several aspects of work discipline, Amriany, et al (2008) mentioned aspects of work discipline including attendance, working time, compliance with orders, compliance with rules, work productivity, and clothing and uniforms. These aspects of work discipline can be realized by applying the principles in work discipline. Enforcement of work discipline is carried

out to minimize problems related to work discipline.

Criteria for work discipline problems

According to Stuart Emmel (2003) there are two criteria for problems regarding discipline, namely hurtful and deviant behavior as well as fatal deviant behavior. In general, there are three types of approaches that can be done in work discipline, this is in line with the approach described by Mangkunegara (2001), namely the modern discipline approach, the tradition discipline approach, and the aiming discipline approach.

The importance of labor discipline

The effectiveness of human resource management can be measured by the level of discipline of its employees. According to Hasibuan (2006), good discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him. This encourages passion, morale, and the realization of the company's goals.

Previous Research Studies

Sampeliling (2015) in his research entitled factors that affect the work discipline of general section employees and the protocol of the Regional Secretariat of East Kutai Regency. This research was conducted because it was known that the level of

employee resilience is still relatively not optimal, which can be seen from the problems that arise in an office, namely the number of employees dating late and some are on time but only to fill in attendance absences. The results of this study state that all independent variables have a positive value (+). It is that if compensation, exemplary leadership, definite rules, leadership courage, leadership supervision and leadership attention are increased, it will result in increased work discipline of general employees and protocol secretariat of East Kutai Regency.

METHODS

The data taken in this study were all respondents at PT Asshidiq Cater Indonesia. According to Sugiyono (2017) it is stated that population is a generalized area consisting of objects or subjects that have certain quantities and characteristics that are determined by researchers to be studied and then drawn. The population data in this study are employees at PT Asshidiq Cater Indonesia, which number 50 employees. By looking at the number of employees who are classified as not many and can be affordable, the sample in this study uses the census method, namely by determining the population based on 50 employees at PT Asshidiq Cater Indonesia.

Table 2. Variable Specifications

Variable		Indicators	
Dependent (Y)	Work discipline (Y)	Y1 Time discipline Y2 Regulatory discipline Y3 Disciplinary responsibility	Robbins (2005)
Independent (X)	Compensation (X ₁)	X1.1 Basic Salary X1.2 Office facilities	Hasibuan (2012)
	Exemplary Leadership (X ₂)	X2.1 Decision-making ability X2.2 Motivating ability X2.3 Communication capabilities	Karano (2014)
	Definite rules (X ₃)	X3.1 Regulatory regulations X3.2 Standard operating procedures (SOPs)	Sutrisno (2014)
	Leadership Courage (X ₄)	X4.1 Leadership courage in taking action	Sutrisno (2014)
	Leadership Oversight (X ₅)	X5.1 The implementation of the specified task (job description) X5.2 Monitoring the implementation of work discipline	Sutikno (2012)
	Leadership Attention (X ₆)	X6.1 Successful leaders pay attention to their subordinates	Sutrisno (2014)

The following is an explanation of the operational definition of variables. Independent Variable (X)

1. Compensation (X1) with indicators namely basic salary and office facilities.
2. Exemplary leadership (X2) with indicators namely decision-making ability, motivating ability and communication skills.
3. Definite rules (X3) with indicators namely regulatory regulations and standard operating procedures (SOPs).
4. Leadership courage with (X4) with an indicator that is the courage of the leader in taking action.
5. Leadership supervision (X5) with indicators, namely the implementation of predetermined tasks (job description).
6. Leadership attention (X6) with indicators, namely leaders who succeed in paying attention to their subordinates.
7. Dependent Variable (Y) As a bound variable in this study is work discipline with indicators including time discipline, regulatory discipline and responsibility discipline.

The research model used in this study is a tiered structure model and to test the hypothesis proposed will use the SEM (Structural Equation Modeling) analysis technique. SEM was used in this study to measure the factors that influence discipline according to Singidimedjo (2009).

RESULTS

Research results Respondent profile

The correspondent results of the combined analysis of three variables Gender, age and department showed that male dominance in the respondent's profile could be parsed by age and department, as can be seen in the picture of men with 25-30 years of age dominant in the RPH department. Men aged 20-25 years are dominant in the sales & marketing and Finance & Accounting departments. Women are actually dominant in production with the age of 41-50 years. Males aged 31-40 years are dominant in the HR&GA department.

Different Test Results (T-Test)

The results of the average difference test showed that only the compensation variable had a probability value of 0.011 smaller than alpha 5% meaning that there was a significant average difference between the perceptions of men and women. Women's perceptions were higher (4.78) compared to men's (4.29). The results of all variables other than compensation showed a probability value greater than alpha 5% meaning that there was no significant difference in perception between men and women towards Work discipline (Y), Leadership Example (X2), Definite Rules (X3), Leadership Courage (X4), Leadership Supervision (X5) and Leadership Attention (X6).

Difference Test Results (ANOVA)

The results of the average difference test based on the age of respondents showed that only the compensation variable had a probability value of 0.018 smaller than alpha 5% meaning that there was a significant average difference between perceptions based on age. The lowest average is in the 26-30 year age range of 3.94 years and the highest average is in the 20-25 year age range of 4.59. The results of all variables other than compensation showed a probability value greater than alpha 5% meaning that there was no significant difference in perception based on age towards Work discipline (Y), Leadership Example (X2), Definite Rules (X3), Leadership Courage (X4), Leadership Supervision (X5) and Leadership Attention (X6). The results of all variables based on the employee's work department showed a probability value greater than alpha 5% meaning that there was no significant difference in perception based on the department towards Work discipline (Y), compensation (X1), Leadership Example (X2), Definite rules (X3), Leadership Courage (X4), Leadership Supervision (X5) and Leadership Attention (X6).

Respondents' Perceptions of Employee Work Discipline

The Work Discipline Variable (Y) is measured using three indicators, namely time discipline, regulatory discipline and responsibility discipline. Researchers get mode 3 on time discipline, mode 4 on regulatory discipline and mode 4 on responsibility discipline. These results show that according to respondents the time discipline of PT. Asshidiq Cater Indonesia has not been maximized so it needs to be improved while for regulatory discipline and responsibility discipline is good enough and can still be improved for the better. The compensation variable (X1) is measured using two indicators, namely basic salary and office facilities. Researchers get mode 4 for basic salary and mode 4 for office facilities. These results show that according to respondents, the compensation provided by PT. Asshidiq Cater Indonesia is already quite good and can still be improved for the better. The leadership exemplary variable (X2) is measured using three indicators, namely the ability to make decisions, the ability to motivate and the communication ability of the leader. Researchers get mode 4 on the leader's ability to make decisions, mode 4 on the leader's ability to motivate and mode 5 on the leader's ability to communicate. These results show that the exemplary respondents of the leaders at PT. Asshidiq Cater Indonesia is already quite good and can still be improved for the better. The definite rule variable (X3) is measured using two indicators consisting of regulatory regulations and operational procedures (SOPs). Researchers get mode 4 on written work discipline regulations, mode 4 on regulations has been delivered to employees and mode 3 on setting punitive sanctions. These results show that the respondents agreed to the regulations on work discipline that have been set by PT. Asshidiq Cater Indonesia has been quite good and the regulations have been well conveyed by the company to all employees. The establishment of punitive sanctions in grades is good enough but needs to be

redesigned to make it even better. The leadership courage variable (X4) is measured using one indicator, namely the courage of the leader in taking action. The researcher gets mode 3 on the lead giving verbal reprimand, mode 4 on the leader giving a written reprimand and mode 4 on the provision of punitive sanctions. This shows that the respondent's commitment factor in taking action related to work discipline has not been maximized, meaning that the leader has not optimally reprimanded his employees who violate the regulations. So the courage factor of the leadership needs to be improved for the better. The variable of leadership supervision (X5) is measured by two indicators, namely the implementation of predetermined tasks (Job Description) and Monitoring the implementation of work discipline. Researchers found mode 4 on the schedule of work hours and mode 4 on supervision of employee work discipline. This shows that the respondents' leadership supervision factor carried out to evaluate the level of employee work discipline is quite good and can still be improved for the better. The leadership attention variable (X6) is measured by one indicator, namely the leader who manages to pay attention to his subordinates. According to respondents, the leadership's attention to their subordinates has not been maximized and needs to be improved for the better.

Measurement Model Testing (Outer Model)

The first test of the measurement model is the Convergent Validity value test. From the results of data processing with SmartPLS, there are 2 (two) indicators whose outer value is below 0.7 (red color), namely X1.2 and X6.3. While other indicators have values above 0.7 and are said to be valid. Variables that have a value above 0.7 are then used in this study. The second measurement model test is the Discriminant Validity test. From the test results, it was found that the value of the correlation of the counter with the indicator is greater than the value of the correlation with other constrax.

Thus that all latent constraks or variables already have a good discriminant validity, where the indicators on the yellow block are better than the indicators in the other blocks. The third measurement model test is the Average Variance Extracted (AVE) value test. The results of the AVE test showed that all latent variables used in this study were valid because they met the recommended AVE value (>0.5). The fourth measurement model test is Composite Reliability > 0.7 and Cronbach Alpha > 0.6. From the results of SmartPLS output in this test, it shows that all constructs have a composite reliability value above 0.70 and Cronbach's alpha above 0.60. So it can be concluded that the construct has good reliability.

Structural Model Testing (Inner Model)

Based on the test results, the R square Adjusted value of each equation is already above 30 percent (0.3). An r square adjusted value of 0.590 means that the independent variable is able to describe the dependent

variable (work discipline) by the remaining 59 percent by other variables outside the model. Testing the Q-square value shows that the Q-square value is greater than 0 (zero) indicating that the model has a predictive relevance value. Goodness of fit (gof) testing shows a value of Gof = 0.693, the gof is already large because it is above 0.38. Meanwhile, in the calculation of the Multicollinearity Assumption (VIP), it is found that all VIF values < 10 so that they are free of multicollinearity assumptions.

Hypothesis Testing

From these results, the example of the leadership, the definite rules and the courage of the leadership together have a positive and significant effect on employee work discipline. This indicates that the increase in work discipline of PT. Asshidiq Cater Indonesia will occur if it is supported by the example of the leadership, definite rules and the courage of the leadership in making decisions related to work discipline.

Table 3 Hypothesis Test

Influence Relationships	Coefficient	T Statistics	P Values	Conclusion
Compensation -> Work discipline	0.095	0.878	0.190	No significant Effect
Exemplary Leadership -> Work discipline	0.404	2.332	0.010	Significant effect
Definite rules -> Work discipline	0.524	2.463	0.007	Significant effect
Leadership Courage -> Work discipline	-0.250	1.685	0.046	Significant effect
Supervision of Leaders -> Work discipline	0.087	0.485	0.314	No significant Effect

To further analyze the respondent's perception of the factors affecting the employee's work discipline is depicted in a four-quadrant cartesian diagram. Based on the diagram above, it is recommended to PT. Asshidiq Cater Indonesia in order to

improve employee work discipline is by setting definite rules in writing which are then conveyed to all employees properly, including setting punitive sanctions for employees who violate work discipline regulations.

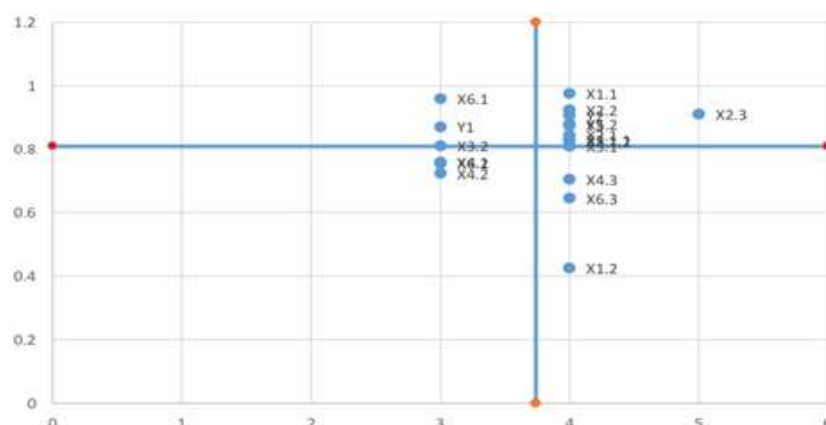


Figure 1 Respondents Perceptions of factors affecting employee work dicipline

CONCLUSION

Based on the results of data analysis and discussion, according to respondents of work discipline at PT. Asshidiq Cater Indonesia is good enough but it still needs to be improved on some of the indicators observed. Respondents assessed that the factor of discipline to working time, the factor of definite rules needs to be improved because respondents considered that the factor of definite rules has not been done well, including the courage of the leadership in giving reprimands both orally and in writing.

The results of the hypothesis test showed that the work discipline of PT. Asshidiq Cater Indonesia is directly influenced by the example of leadership, definite rules and the courage of the leadership in making decisions. Thus, it is important to pay attention to exemplary indicators of leadership, namely the ability to motivate employees, indicators of definite rules such as written work discipline regulations, regulations submitted to employees, as well as the determination of punitive sanctions and indicators of leadership courage in making decisions, namely the leadership giving verbal reprimands, leaders giving reprimands in writing and determining punitive sanctions by the company.

As for the strategy that can be done by PT. Asshidiq Cater Indonesia in order to improve the work discipline of its employees is by redesigning definite rules including penalties set for employees who violate work discipline and conducting

harmonious communication between leaders and employees.

Declaration by Authors

Acknowledgement: None

Source of Funding: None

Conflict of Interest: The authors declare no conflict of interest.

REFERENCES

1. A.A. Anwar Mangkunegara. 2001. Manajemen Sumber Daya Manusia Perusahaan. Bandung(ID): Remaja Rosdakarya
2. A.A. Anwar Mangkunegara. 2014. Evaluasi Kinerja SDM. Bandung(ID): PT. Refika.
3. Abdillah, W. dan Hartono, J. 2014. *Partial Least Square* (PLS). Yogyakarta(ID): Penerbit Andi.
4. Abdurrahmat, F. 2006. Manajemen Sumber Daya Manusia. Jakarta (ID): Rineka Cipta.
5. Alamsyah J. 2012. Analisis Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pegawai Pada PDAM Tirtanadi Cabang Cemara Medan.[skripsi]. Medan (ID): Universitas Negeri Medan.
6. Amin M, Sari SP, Rachman A. 2019. Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Karyawan Penunjang Medis dan Non Medis. Jurnal Kesmas Asclepius. 1(1).
7. Aminah S. 2015. Pengaruh Disiplin Dan Kompetensi Terhadap Kinerja Bendahara SKPD Kabupaten Merangin.[tesis]. Jakarta (ID): Universitas Terbuka.
8. Amriany dkk. 2008. Iklim Organisasi yang Kondusif. Yogyakarta(ID): Pustaka Pelajar.
9. Anggraini LN. 2018. Analisis Faktor-Faktor Yang Mempengaruhi Kinerja Pegawai Perum Bulog Kantor Pusat. Jurnal Eksekutif Magister Manajemen. 15(1).

10. Ariani M, Subiyanto ED, Septyarini E. 2021. Pengaruh Kepemimpinan, Motivasi Kerja dan Kompensasi Terhadap Disiplin Kerja Karyawan. *Jurnal Manajemen Sumber Daya Manusia, Administrasi dan Pelayanan Publik*. 8(2).
11. Asrida. 2021. Pengaruh Kebijakan *Work From Home* Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Di BNI Sbk Makassar Perintis Pada Masa Pandemi Covid-19 [tesis]. Makassar (ID): Universitas Hasanudin.
12. Chin, W. W. 1998. The Partial Least Square Approach to Structural Equation Modeling. In George A. Marcoulides (Ed.), *Modern Methods for business Research*, 295, 336.
13. Cooper, Donald R, dan Pamela S. Schindler. 2006. *Metode Riset Bisnis*. Jakarta(ID): PT. Media Global Edukasi.
14. David FR. 2016. *Strategic Management: a Competitive Advantage Approach, Concepts and Cases*. 17th ed. England (GB): Pearson.
15. Davis, Keith, John W. Newstrom. 1996. *Perilaku dalam Organisasi*. Jakarta (ID): Erlangga.
16. Dr. Kasmir. 2015. *Analisis Laporan Keuangan*. Jakarta(ID): Rajawali Pers
17. Edy, Sutrisno. 2014. *Manajemen Sumber Daya Manusia Cetak Keenam*. Jakarta (ID): Pranada Media Group.
18. Ferdinand A. 2002. *Structural Equation Modeling dalam Penelitian Manajemen*. Semarang (ID): Badan Penerbit Universitas Diponegoro.
19. Ginting DB. (2009). *Structural Equation Model (SEM)*. *Jurnal Media Informatika*. 8(3).
20. Ghozali, Imam. 2014. *Structural Equation Modeling: Metode Alternatif Dengan Partial Least Squares (PLS)*. Semarang(ID): Universitas Diponegoro Semarang.
21. Harnia, Karsadi, Samiruddin T. 2018. Faktor-Faktor Yang Mempengaruhi Kedisiplinan Kerja Pegawai Pada Kantor Kecamatan Poasia. *Jurnal Fakultas dan Ilmu Pendidikan*. 48 (4).
22. Hasibuan, Melayu, S.P. 2012. *Manajemen Sumber Daya Manusia Edisi Revisi*. Jakarta (ID): PT. Bumi Askara.
23. Hasibuan, Melayu, S.P. 2017. *Manajemen Sumber Daya Manusia Edisi Revisi*. Jakarta(ID): Bumi Askara.
24. Heidrachman, Ranupandojo, dan Suad Husnan. 2000. *Manajemen Personalialia*. Yogyakarta(ID): BPFE UGM
25. Hendra K, Tri Palupi LE, Sujana N. 2018. Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pada PT. Arta Sedana Singaraja. *Jurnal Pendidikan Ekonomi Undiksha*. 10(1).
26. Husain BA. 2020. Pengaruh Kompensasi Terhadap Disiplin Kerja Karyawan Pada PT. Strategic Pestcontrol Tebet Jakarta Selatan. *Jurnal Ilmiah Manajemen Sumber Daya Manusia*. 3(3).
27. Indriyani AF, Prasalengga A, Dewi CP, Fatimatuzzuhro, Fauziah NS. 2020. Analisis Kedisiplinan Kerja Pegawai Di Kantor Kelurahan Magelang Kecamatan Magelang Tengah Kota Magelang. *Jurnal Mahasiswa Administrasi Negara (JMAN)*. 4(1).
28. Kartono, Kartini. 2008. *Pemimpin dan Kepemimpinan*. Jakarta (ID): PT. Raja Grafindo Persada.
29. Kasanah A. (2015). *Penggunaan Metode Structural Equation Modeling untuk Analisis Faktor Yang Mempengaruhi Kualitas Pelayanan Perpustakaan Dengan Program Lisrel 8.80*. [skripsi]. Semarang (ID): Universitas Negeri Semarang.
30. Martoyo, Susilo. 2007. *Manajemen Sumber Daya Manusia*. Yogyakarta (ID): BPFE.
31. Muis A. 2017. Pengaruh Disiplin Kerja Karyawan Dan Motivasi Kerja Karyawan Terhadap Kepuasan Pelanggan PT. Graha Service Indonesia. *Jurnal Ilmiah Widya*. 4(2).
32. Mujakar, Yusmainiar. 2018. Analisis Faktor-Faktor Yang Mempengaruhi Tingkat Kedisiplinan Kerja Pegawai Pada Kantor Sekretariat Daerah Kota Pontianak. *Jurnal Manajemen*. 20(2). 109-113.
33. Musaddad AH. 2018. Faktor-Faktor yang Memengaruhi Kinerja Karyawan Divisi Fundraising Lembaga Amil Zakat Dompot Dhuafa.[tesis]. Bogor (ID): Institut Pertanian Bogor.
34. Mutohar A. 2018. Analisis Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pegawai Negeri Sipil. *Jurnal Ilmu Manajemen*. 2(2).
35. Narimawati, et al. 2020. *Ragam Analisis Dalam Metode Penelitian (untuk Penulisan Skripsi, Tesis dan Disertasi)*. Yogyakarta (ID): ANDI
36. Nengsih 2. 2018. Faktor-Faktor Yang Mempengaruhi Kedisiplinan Terhadap

- Prestasi Kerja Karyawan PT. Tunas Prima Sejahtera Di Samarinda. *Jurnal Eksis*. 14(2)
37. Nugraha DR, Syarifuddin. 2018. Analisis Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Karyawan Di PT. Primajasa Perdayautama Bandung. *E-Proceeding of Management*. 5(3).
38. Pranitasari D, Khotimah K. 2021. Analisis Disiplin Kerja Karyawan. *Jurnal Akuntansi dan Manajemen*. 18(1).
39. Puspasari I. 2017. Strategi Peningkatan Disiplin Kerja Karyawan SPBU Kartika Dewi Widiastuti (14.203.1158).[tesis]. Sumatera Utara (ID): Universitas Sumatera Utara.
40. Riko, Sumardi HR, Damayanti F. 2019. Pengaruh Disiplin Kerja Dan Kompensasi Terhadap Kinerja Petugas Penyapu Kebersihan Dinas Lingkungan Hidup Kabupaten Indramayu. *Jurnal Investasi*. 5(2). 34-41.
41. Sampeliling A. 2015. Faktor-faktor Yang Berpengaruh Terhadap Kedisiplinan Kerja Pegawai Bagian Umum Dan Protokol Sekretariat Daerah Kabupaten Kutai Timur. *Jurnal Ekonomi dan Bisnis*. 12(1).
42. Sari PM, Bakri SA, Diah YM. 2015. Pengaruh Kompensasi Terhadap Disiplin Kerja Pegawai Pada Lembaga Penjaminan Mutu Pendidikan Sumatera Selatan. *Jurnal Ilmiah Manajemen dan Bisnis Terapan*. 7(2).
43. Sarwono J. 2010. Pengertian Dasar Structural Equation Modeling (SEM). *Jurnal Ilmiah Manajemen Bisnis*. 10(3).
44. Siagian, Sondang P. 2003. Teori dan Praktek Kepemimpinan. Jakarta(ID): Rineka Cipta.
45. Sigar JA, Sambul SA, Asaloei S. 2018. Pengaruh Pengawasan Terhadap Disiplin Kerja Karyawan Pada Hotel Sintesa Penisula Manado. *Jurnal Administrasi Bisnis*. 6(3).
46. Sinambela, Lijan Poltak. 2012. Kinerja Pegawai Teori Pengukuran dan Implikasi. Yogyakarta (ID): Graha Ilmu.
47. Singodimedjo. 2009. Dimensi dan Indikator Disiplin Kerja. Surabaya (ID): SMMAS.
48. Sobariah, Sanusi F, Yazid H. 2018. Strategi Meningkatkan Kinerja Pegawai Dengan Disiplin Kerja Sebagai Variabel Intervening Di Kantor Kementerian Agama Kota Serang. *Jurnal Riset Bisnis dan Manajemen Tirtayasa (JRBMT)*. 2(1)
49. Spriegel, William R. 1957. *Elements of Supervision*. New York: John Wiley & Sons Inc.
50. Sugiharto RJ. 2016. Faktor-Faktor Yang Mempengaruhi Disiplin Kerja. *Jurnal Ilmiah Manajemen dan Bisnis*. 2(1).
51. Sugiyono. 2020. Metode Penelitian Kualitatif untuk Penelitian Yang Bersifat Eksploratif, Enterpretif, Interaktif dan Konstruktif. Bandung (ID): Alfabeta
52. Sugiyono. 2017. Metode Penelitian Kuantitatif. Bandung (ID): Alfabeta
53. Susilawati. 2012. Analisis Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pegawai Dinas Pertanian Tanaman Pangan Propinsi Kalimantan Timur. *Jurnal Ilmu Administrasi Negara*. 1(1).
54. Sutikno, Sobry. 2021. Manajemen Pendidikan Langkah Praktis Mewujudkan Lembaga Pendidikan Yang Unggul. Lombok (ID): Holistica.
55. Umar Said HD, Permana AR. 2020. Analisis Faktor-Faktor Yang Mempengaruhi Kedisiplinan Kerja Pada Karyawan PT. Skatindo Sarana Yogyakarta. *Jurnal Perilaku dan Strategi Bisnis*. 8(1). 70-78.
56. Utama DR. 2010. Pengaruh Disiplin Kerja Dan Sistem Kompensasi Pegawai Negeri Sipil Terhadap Kinerja Pegawai Negeri Sipil Di Badan Kepegawaian Negara. [tesis]. Jakarta (ID): Universitas Indonesia.
57. Wardani FI. 2018. Analisis Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Karyawan Di KUD Minatani Brondong Lamongan. *Jurnal Indonesia Membangun*. 17(2).
58. Yudanegara A, Dayona G, Pratiwi FM. 2017. Pengaruh Kompensasi Terhadap Disiplin Kerja dan Dampaknya Terhadap Produktivitas Karyawan Pada PT. Foresight Global Cabang Bandung. *Jurnal Indonesia Membangun*. 16(1).

How to cite this article: Maya Damayanti, Idqan Fahmi, Imam Teguh Saptono. Factors affecting the work discipline of PT Asshidiq Cater Indonesia employees. *International Journal of Research and Review*. 2023; 10(1): 59-67. DOI: <https://doi.org/10.52403/ijrr.20230108>
