

ABSTRAK

Chyndi Nora H, NIM 7183510047. Pengaruh Absensi Elektronik Dan Sanksi (*Punishment*) Terhadap Disiplin Pegawai Di Dinas Tenaga Kerja Provinsi Sumatera Utara. Skripsi. Program Studi Manajemen. Jurusan Manajemen. Fakultas Ekonomi. Universitas Negeri Medan 2022.

Penelitian ini bertujuan untuk mengetahui Pengaruh Absensi Elektronik dan Sanksi (*Punishment*) Terhadap Disiplin Pegawai Di Dinas Tenaga Kerja Provinsi Sumatera Utara. Penelitian ini dilakukan di Dinas Tenaga Kerja Provinsi Sumatera Utara dengan populasi sebanyak 185 orang. Teknik penentuan sampel yang digunakan adalah *simple random sampling* dengan jumlah sampel 65 orang. Teknik pengumpulan data yang digunakan adalah penyebaran kuisioner. Adapun teknik analisis data yang digunakan yaitu Uji Validitas dan Reabilitas, Uji Asumsi Klasik, Analisis Regresi, Uji t dan Uji F serta Koefisien Determinasi dengan menggunakan program SPSS *Statistics 25 for windows*. Kesimpulan dari penelitian ini ialah bahwa absensi elektronik dan juga sanksi (*punishment*) berpengaruh positif dan signifikan terhadap disiplin pegawai di Dinas Tenaga Kerja Provinsi Sumatera Utara.

Kata Kunci : Absensi Elektronik, Sanksi (*Punishment*), Disiplin Pegawai

ABSTRACT

Chyndi Nora H, NIM 7183510047. *The Effect of Electronic Attendance and Sanctions (Punishment) on Employee Discipline in the Manpower Office of North Sumatra Province. Thesis. Management Studies Program. Management major. Faculty of Economics. Medan State University 2022.*

This study aims to determine the Effect of Electronic Attendance and Sanctions (Punishment) on Employee Discipline at the Manpower Office of North Sumatra Province. This research was conducted at the Manpower Office of North Sumatra Province with a population of 185 people. The sampling technique used was simple random sampling with a sample size of 65 people. The data collection technique used was a questionnaire. The data analysis techniques used are Validity and Reliability Test, Classical Assumption Test, Regression Analysis, t-test and F-test and the Coefficient of Determination using the SPSS Statistics 25 program for windows. The conclusion of this study is that electronic attendance and also sanctions (punishment) have a positive and significant effect on employee discipline at the Manpower Office of North Sumatra Province.

Keywords: Electronic Attendance, Sanctions (Punishment), Employee Discipline