

ABSTRACT

THE INFLUENCE OF SELF-EFFICACY, WORK CLIMATE AND QUALITY OF WORK LIFE ON WORK DISCIPLINE OF SEWING EMPLOYEES (SURVEY OF CV SYAMIL PUTRA PERKASA)

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The purpose of this research is to determine self-efficacy, work climate and quality of work life on employee work discipline as well as the magnitude of the influence of self-efficacy, work climate and quality of work life on the work discipline of sewing employees at CV Syamil Putra Perkasa. The research method used was a survey method, data obtained directly through questionnaires to 50 respondents taken from employees of the sewing division at CV Syamil Putra Perkasa. Meanwhile, the sampling technique uses purposive sampling technique. The data collection technique used is primary data through questionnaires and interviews. The analysis tool uses path analysis. The theory used in this research is the theory of the influence of the work environment (teori pengaruh lingkungan kerja). The results of the research show that: (1) self-efficacy has a significant positive effect on work discipline, (2) work climate has a significant positive effect on work discipline, (3) quality of work life has a significant positive effect on work discipline and (4) self-efficacy, work climate and quality of work life has a significant positive effect on work discipline.

Keywords: self-efficacy, work climate, quality of work life, work discipline

ABSTRACT

PENGARUH *SELF-EFFICACY*, IKLIM KERJA DAN *QUALITY OF WORK LIFE* TERHADAP DISIPLIN KERJA KARYAWAN MENJAHIT (SURVEY PADA CV SYAMIL PUTRA PERKASA)

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Tujuan penelitian ini untuk mengetahui *self-efficacy*, iklim kerja dan *quality of work life* terhadap disiplin kerja karyawan serta besarnya pengaruh *self-efficacy*, iklim kerja dan *quality of work life* terhadap disiplin kerja karyawan menjahit pada CV Syamil Putra Perkasa. Metode penelitian yang digunakan adalah metode survei, data yang diperoleh langsung melalui kuesioner kepada 50 responden yang diambil dari karyawan divisi menjahit pada CV Syamil putra perkasa. Sedangkan teknik penarikan sampel menggunakan teknik *Purposive sampling*. Teknik pengumpulan data yang digunakan adalah data primer melalui kuesioner dan wawancara. Alat analisis menggunakan analisis jalur. Teori yang digunakan pada penelitian ini adalah teori pengaruh lingkungan kerja (*work environment theory*). Hasil penelitian menunjukkan bahwa: (1) *self-efficacy* berpengaruh positif signifikan terhadap disiplin kerja, (2) iklim kerja berpengaruh positif signifikan terhadap disiplin kerja, (3) *quality of work life* berpengaruh positif signifikan terhadap disiplin kerja dan (4) *self-efficacy*, iklim kerja dan *quality of work life* berpengaruh positif signifikan terhadap disiplin kerja.

Kata kunci: *self-efficacy*, iklim kerja, *quality of work life*, disiplin kerja