

## ABSTRAK

### PENGARUH PELATIHAN *CHARACTER BUILDING* TERHADAP DISIPLIN KERJA KARYAWAN PADA PT BANK BJB KANTOR PUSAT

**Kania Oktiaretna**

Penelitian ini berjudul Pengaruh Pelatihan *Character Building* Terhadap Disiplin Kerja Karyawan PT Bank bjb Kantor Pusat. Adapun yang menjadi latar belakang penulisan ini karena masih rendahnya kedisiplinan karyawan PT Bank bjb Kantor Pusat karena ketidakhadiran karyawan dengan keterlambatan masuk kerja dalam 3 tahun terakhir meningkat dan kurangnya materi yang tersampaikan karena singkatnya durasi waktu pelatihan *character building* yang dilakukan oleh bjb university. Penelitian ini bertujuan untuk mengetahui bagaimana pelaksanaan pelatihan *character building* dan disiplin kerja karyawan PT Bank bjb Kantor Pusat serta seberapa besar pengaruh pelaksanaan pelatihan *character building* terhadap peningkatan disiplin kerja karyawan PT Bank bjb Kantor Pusat.

Metode yang digunakan dalam penelitian ini adalah metode penelitian *survey*. Teknik pengumpulan data menggunakan angket dengan skala ordinal yang dirubah menjadi skala interval menggunakan MSI. Teknik analisis data menggunakan regresi linier sederhana. Responden penelitian ini adalah karyawan PT Bank bjb Kantor Pusat sejumlah 587 karyawan. Sample yang digunakan dalam penelitian ini menggunakan rumus slovin untuk mempermudah perhitungan data, maka jumlah sampel yang diambil menjadi sebanyak 85 responden.

Berdasarkan hasil perhitungan menunjukkan nilai rata-rata total skor variabel Pelatihan *Character Building* yang diperoleh sebesar 3,890 dan nilai rata-rata total skor variabel Disiplin Kerja diperoleh sebesar 4,018. Dengan demikian responden mempersepsikan atau menilai variabel *Character Building* berada pada rentang kategori baik (3,41 – 4,20).

Hasil pengujian hipotesis menunjukkan Pelatihan *Character Building* (X) berpengaruh signifikan terhadap Disiplin Kerja (Y), dengan nilai karena nilai t hitung t-hitung sebesar 7,787 dan derajat bebas (n-k-1) atau 85-1-1 = 83 diperoleh angka t tabel 1,989, sehingga t-hitung > t-tabel. Artinya  $H_0$  ditolak dan  $H_a$  diterima, maka terdapat pengaruh signifikan antara Pelatihan *Character Building* terhadap disiplin kerja. Dengan demikian hipotesis yang menyatakan bahwa terdapat pengaruh antara Pelatihan *Character Building* terhadap disiplin kerja dapat diterima.

**Kata kunci** : Pelatihan *Character Building*, Disiplin Kerja Karyawan

## **ABSTRACT**

### **THE EFFECT OF CHARACTER BUILDING TRAINING ON EMPLOYEE DISCIPLINE IN PT BANK BJB CENTRAL OFFICE**

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This study is entitled The Effect of Character Building Training on Employee Discipline of PT Bank BJB Head Office. As for the background of this writing due to the still low discipline of PT Bank bjb Headquarters employees due to absenteeism of employees with late coming to work in the last 3 years and the lack of material delivered due to the short duration of character building training conducted by bjb university. This study aims to determine how the implementation of character building training and work discipline of employees of PT Bank BJB Headquarters and how much influence the implementation of character building training on the increase in employee work discipline of PT Bank BJB Headquarters.

The method used in this research is survey research method. Data collection techniques using a questionnaire with an ordinal scale that was changed to an interval scale using MSI. Data analysis techniques using simple linear regression. The respondents of this study were 587 employees of PT Bank Central Office. The sample used in this study used the Slovin formula to simplify data calculations, so the number of samples taken was 85 respondents.

Based on the calculation results show the average total score of the variable Character Building Training obtained by 3.890 and the average total score of the Work Discipline variable obtained by 4.018. Thus the respondents perceive or rate the Character Building variables are in the range of good categories (3.41 - 4.20).

The results of hypothesis testing show that Character Building Training (X) has a significant effect on Work Discipline (Y), with the value due to the t-count value of 7.787 and the degree of freedom  $(nk-1)$  or  $85-1-1 = 83$  obtained by the t table 1,989, so  $t\text{-count} > t\text{-table}$ . This means that  $H_0$  is rejected and  $H_a$  is accepted, then there is a significant influence between Character Building Training on work discipline. Thus the hypothesis which states that there is an influence between Character Building Training on work discipline can be accepted.

**Keywords:** Character Building Training, Employee Work Discipline