ABSTRACT

ENJELICA CHRISTINA MOKOGINTA. Work Discipline of Employees at the Department of Industry, Trade, and Cooperatives in North Bolaang Mongondow Regency. Supervised by Muh. Firyal AKBAR as the first and SRI LESTARI GINTULANGI as the second.

The Department of Industry, Trade, and Cooperatives, North Bolaang Mongondow Regency, is where this study was conducted. The purpose of the study is to characterize the work habits of the North Bolaang Mongondow Regency Department of Industry, Trade, and Cooperatives staff. Discipline is essential for a company to succeed in reaching its objectives, according to the study and discussion's findings. The organization's vision and mission are in line with its goals and capabilities, the leadership has set a good example for its subordinates, and compensation is given in compliance with government requirements. In addition, the leadership maintains good interpersonal relations, acts sternly, supervises closely, applies harsh penalties, and behaves equitably. But the educational background is out of line with the primary responsibilities, and the leadership doesn't pay or recognize exceptional workers. In general, it can be said that the North Bolaang Mongondow Regency Industry, Trade, and Cooperatives Service Office's evaluation of the work discipline of civil personnel has gone well.

Keywords: *Work Discipline, Department of Industry, Trade and Cooperatives in North Bolaang Mongondow Regency.*

ABSTRAK

ENJELICA CHRISTINA MOKOGINTA. Disiplin Kerja Pegawai Dinas Perindustrian, Perdagangan dan Koperasi di Kabupaten Bolaang Mongondow Utara. Dibimbing oleh MUH. FIRYAL AKBAR sebagai ketua dan SRI LESTARI GINTULANGI sebagai anggota.

Penelitian ini telah dilaksanakan di Dinas Perindustrian, Perdagangan dan Koperasi Kabupaten Bolaang Mongondow Utara. Tujuan penelitian adalah untuk mendeskripsikan disiplin kerja pegawai di Dinas Perindustrian, Perdagangan dan Koperasi Kabupaten Bolaang Mongondow Utara. Berdasarkan hasil analisis dan pembahasan dapat disimpulkan bahwa kedisiplinan adalah kunci keberhasilan organisasi dalam mencapai tujuannya. Pada indikator tujuan dan kemampuan sudah berjalan sesuai visi misi organisasi, pimpinan sudah memberikan teladan kepada bawahannya, balas jasa diberikan sesuai peraturan pemerintah. Pimpinan juga bertindak adil, melakukan pengawasan melekat, memberi sanksi hukuman dan bertindak tegas serta memiliki hubungan kemanusiaan yang baik. Namun latar belakang pendidikan belum sesuai dengan tupoksinya dan Pimpinan tidak memberikan balas jasa/ reward kepada pegawai yang berprestasi. Secara keseluruhan dapat disimpulkan bahwa penilaian disiplin kerja pegawai negeri sipil di Kantor Dinas Perindustrian, Perdagangan dan Koperasi Kabupaten Bolaang Mongondow Utara sudah berjalan dengan baik.

Kata Kunci: Disiplin Kerja, Dinas Perindustrian, Perdagangan dan Koperasi di Kabupaten Bolaang Mongondow Utara.