

THE ROLE OF HUMAN RESOURCE MANAGEMENT IN IMPLEMENTING WORK DISCIPLINE

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Abstract

Human resource management has an important role in implementing work discipline. Human resource management can help increase efficiency in carrying out work by arranging good human resource governance. This can include setting effective work schedules, assigning tasks in accordance with employee competencies, and setting fair reward and sanction systems. Human resource management can play a role in increasing employee morale through various activities such as performance award schemes and staff training and development and effective communication between management and employees. Human resource management can help ensure consistent application of work standards throughout the organization. This includes creating clear policies and procedures regarding work discipline, as well as appropriate supervision to ensure compliance with these standards. By implementing a good work discipline system, human resource management can help reduce the intensity of supervision required. By organizing good human resource management, increasing employee morale, ensuring standards are used, reducing the intensity of supervision, and helping company efficiency in general, human resource management can contribute to creating a disciplined and productive work environment.

Keywords: role, human resource management, work discipline

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