

ABSTRAK

PENGARUH PENERAPAN PRESENSI *ONLINE* BERBASIS GPS, MOTIVASI KERJA, BUDAYA ORGANISASI, DAN PENGAWASAN INTERNAL TERHADAP KEDISIPLINAN KARYAWAN PUSKESMAS KOTAGEDE 1

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh penerapan presensi *online* berbasis GPS, motivasi kerja, budaya organisasi, dan pengawasan internal terhadap kedisiplinan karyawan secara simultan, (2) pengaruh parsial penerapan presensi *online* berbasis GPS terhadap kedisiplinan karyawan, (3) pengaruh parsial motivasi kerja terhadap kedisiplinan karyawan, (4) pengaruh parsial budaya organisasi terhadap kedisiplinan karyawan, serta (5) pengaruh parsial pengawasan internal terhadap kedisiplinan karyawan. Populasi dalam penelitian ini adalah seluruh karyawan Puskesmas Kotagede 1 Yogyakarta yang berjumlah 39 orang. Penelitian ini dilakukan pada bulan Februari – Maret 2026. Teknik pengambilan sampel menggunakan sampling jenuh (*saturated sampling*), yaitu seluruh anggota populasi dijadikan sampel penelitian. Teknik analisis data menggunakan analisis deskriptif, uji asumsi klasik, dan analisis regresi linear berganda dengan bantuan *software* SPSS. Hasil penelitian menunjukkan bahwa: (1) presensi *online* berbasis GPS, motivasi kerja, budaya organisasi, dan pengawasan internal secara simultan berpengaruh terhadap kedisiplinan karyawan Puskesmas Kotagede 1, (2) presensi *online* berbasis GPS secara parsial berpengaruh terhadap kedisiplinan karyawan, (3) motivasi kerja secara parsial berpengaruh terhadap kedisiplinan karyawan, (4) budaya organisasi secara parsial tidak berpengaruh terhadap kedisiplinan karyawan, dan (5) pengawasan internal secara parsial tidak berpengaruh terhadap kedisiplinan karyawan. Nilai *Adjusted R Square* sebesar 0,853 menunjukkan bahwa keempat variabel bebas mampu menjelaskan 85,3% variasi kedisiplinan karyawan.

Kata kunci: presensi *online*, GPS, motivasi kerja, budaya organisasi, pengawasan internal, kedisiplinan karyawan.

ABSTRACT

THE INFLUENCE OF GPS-BASED ONLINE ATTENDANCE, WORK MOTIVATION, ORGANIZATIONAL CULTURE, AND INTERNAL SUPERVISION ON EMPLOYEE DISCIPLINE AT PUSKESMAS KOTAGEDE 1

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This study aims to examine: (1) the simultaneous influence of GPS-based online attendance, work motivation, organizational culture, and internal supervision on employee discipline, (2) the partial influence of GPS-based online attendance on employee discipline, (3) the partial influence of work motivation on employee discipline, (4) the partial influence of organizational culture on employee discipline, and (5) the partial influence of internal supervision on employee discipline. The population of this study consisted of all 39 employees of Puskesmas Kotagede 1, Yogyakarta. The research was conducted from February to March 2026. The sampling technique used was saturated sampling (sensus), in which the entire population was used as the research sample. Data analysis techniques included descriptive analysis, classical assumption tests, and multiple linear regression analysis, processed using SPSS software. The results show that: (1) GPS-based online attendance, work motivation, organizational culture, and internal supervision simultaneously influence employee discipline at Puskesmas Kotagede 1, (2) GPS-based online attendance partially influences employee discipline, (3) work motivation partially influences employee discipline, (4) organizational culture does not partially influence employee discipline, and (5) internal supervision does not partially influence employee discipline. The Adjusted R Square value of 0.853 indicates that the four independent variables explain 85.3% of the variation in employee discipline.

Keywords: *online attendance, GPS, work motivation, organizational culture, internal supervision, employee discipline*