

ABSTRACT

Fitra Ardhi Darmawan, The Role of ESQ in Improving Employee Discipline (Case Study of PT. Haniftel Indonesia) Thesis, Jakarta. Islamic Religious Education Study Program, Faculty of Social Sciences, Jakarta State University, 2020.

One of the goals of PT. Haniftel Indonesia is guiding its employees to be smart, which includes intellectual, emotional and spiritual. With the development of increasingly sophisticated technology many office employees forget their discipline as employees at the office, such as being late often, work that is not finished on time, and also always being reprimanded by the office supervisor. To overcome this problem, PT. Haniftel held ESQ Training. The ESQ training process emphasizes the emotional and spiritual employees of PT. Haniftel. The purpose of the ESQ training process is to improve employee discipline at PT. Haniftel Indonesia. The theory used in this research is discipline according to Hani Handoko. In this study, the type of research used is a descriptive qualitative approach. Using primary data through observation, in-depth interviews, and relevant documentation. This research was conducted for two months with the Leaders, Training Guides and Employee respondents as many as five Employees

The results of this study want to show how big the role given from ESQ training in improving discipline. And also see the development of employees who used to be very low ESQ employees to increase employee discipline ESQ.

Keywords: Employee Work Etich, Emotional Spiritual Quotient