

FORMATION OF EMPLOYEE DISCIPLINE CHARACTER THROUGH THE IMPLEMENTATION OF TALENTA'S HUMAN RESOURCE INFORMATION SYSTEM AT PT. PELAYARAN TAMARIN SAMUDRA TBK

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Abstract

Currently, many companies have used information technology as a medium to support the achievement of organizational goals and PT. Pelayaran Tamarin Samudra Tbk. Previously, this company had utilized information technology in its team member attendance system, namely, by applying a fingerprint attendance device; this tool was less effective and efficient because the type of business carried out in this company was a field, namely shipping. This study aims to analyze team member discipline by applying the Human Resource Information System at PT. Pelayaran Tamarin Samudra Tbk. This type of research is descriptive with a qualitative approach, assisted by quantitative data obtained from distributing questionnaires and observations. In determining the sample, the author uses a random sampling technique. From the total population of employees, as many as 200 people took 40 people as samples. Analysis of the data through the stages of qualitative descriptive data with percentages and descriptions of the explanation of the primary data resulting from the distribution of the questionnaire. The results showed team member work discipline by applying the Human Resource Information System Talents at PT. Pelayaran Tamarin Samudra Tbk. Already effective. The study's conclusion states that the factors that shape the character of work discipline in the company, namely leadership examples, respect, fairness, and firmness, have been carried out well, only for the factors of supervision and sanctions that need to be improved again.

Keywords: Discipline; Human Resource Information System; PT. Pelayaran Tamarin Samudra Tbk.; Character building

1. Introduction

Whether or not the performance of a team member simultaneously can be seen from the indicators of discipline. a discipline is a form of regular habit and self-control, indicated by the level of seriousness of employees in working, and will be subject to sanctions if they violate the rules. The success of the company in achieving its goals is determined by the discipline factor. Discipline is very important as an operative function of human resource management, the better team member discipline, the higher the work performance and will create quality employees. Work discipline means every team member is able to complete his work well and come and go

home on time. The level of attendance of each team member is one factor that has an important role in enforcing discipline (Kiyai, 2020).

PT. Pelayaran Tamarin Samudra Tbk. In an effort to achieve its goals, it has utilized information technology including in regulating team member attendance discipline, previously this company used a fingerprint attendance system, with this tool it is still less effective and efficient because the type of business being carried out is field, namely shipping so as to control the work discipline of some of the employees on duty. in the field it is not possible to use the absent finger print system. Especially in the current pandemic with the finger print absence system, it is possible to spread the corona virus, considering that one device is used by many people, but with Talenta's HRIS it can reduce the spread of the corona virus, because employee attendance can be done on each employee's gadget so it feels safer.

From these problems, the management team made improvements in the work system, namely implementing information technology by integrating it into all existing work units. Various Human Resource Information System (HRIS) software products are now available by offering a variety of attractive features that are more practical and more complete. One of these HRIS software products is Talenta, this is a cloud-based HRIS & Payroll software product. PT. Pelayaran Tamarin Samudra Tbk. as one of the companies that use HRIS software has felt the benefits of using the application, where the way the application works is that each employee is required to install the Talenta application on their respective mobile phones as a tool to be able to access the application that is used by employees when going to attend attendance. presence or other features. All data will enter the admin system as a software manager and supervise employee activities related to attendance. This application is mobile because it accesses through the internet network so that every employee can set the location of the attendance as needed and there is no reason not to attend attendance and even the point at the time of taking an absence, the admin can find out the position of the employee at the time of attendance. All employee attendance data is updated, recorded and stored on the Talenta cloud system, making it easier for admins to access data. With this software, it can increase performance productivity and shape the character of employee work discipline because it is monitored directly.

Several studies on employee work discipline, including Burhanuddin Kiyai (2020), showed that the integrity values of every employee at SDN 25 Manado were considered better after the implementation of the fingerprint attendance system. Every employee becomes disciplined with time, there is no longer any reason to leave absences, because attendance recapitulation is handled by the BKD directly and if anyone does not fill in the finger print attendance will be subject to sanctions (Kiyai, 2020). Furthermore, research conducted by W. Artadi and A. Irhandayaningsih (2018) in online attendance, all data is recorded, every employee who enters on time or arrives late the data will be recorded, there is no longer a term for leaving absences. The application of E-Attendance can also shape the character of librarians to be more disciplined (Artadi & Irhandayaningsih, 2016). In addition, research conducted by S. Safuan & D. Rahman (2021) suggests that with the application of an Android attendance system, it becomes more effective and efficient, through the Online Attendance software, the attendance report data can be clearly seen in the recap (Safuan & Rahman, 2021).

With the application of electronic or online attendance, it will make it easier for the attendance reporting method. This online-based electronic attendance system is very sophisticated, capable of detecting the presence or location of each employee via GPS (Global Positioning System) so as to minimize every employee from acting fraudulently.

2. Literature Review

Definition of Work Discipline

According to the Big Indonesian Dictionary, discipline is (a) obedience to rules and regulations; (b) mental and character training with the intention that all his actions always obey the order. Suradinata argued that discipline is an attitude of obedience and obedience to applicable regulations (Kiyai, 2020). In line with Wandasari's opinion (2019), discipline is an effort to force every individual to obey the rules (Desmarini & Kasman, 2020). Discipline shows that every team member must obey the agreement made between the company and the team member to achieve organizational goals. Then Hasibuan (2017) argues that in discipline, awareness must grow in every team member to obey company regulations without any strings attached. Furthermore, according to Gibson (2006) every action must be the following per under regulations issued by the company, both written and oral rules (Susanti, 2012).

To cultivate discipline, it can be done with the division of work so that each team member is aware of their responsibilities when to start work, complete it, and to whom should be responsible for the job position. Thus, work discipline is directed toward creating an orderly, orderly environment by following the plan. Lijian Poltak Sinambela (2012) states that work discipline is the ability of employees to to work diligently, tidy regularly, and never violate the rules (Kiyai, 2020). Then Veitzhal (2011) suggests that work discipline is used as a medium that managers can use to communicate and direct their subordinates to be willing to obey company rules (Agusri, 2019).

Employee Discipline Indicator

Hasibuan (2017) suggests that there are several indicators of employee or team member discipline, including:

- a. Leadership Example
Every team member makes the leader as an exemplary figure at work. Therefore, a leader must have high integrity, including showing good attitudes and actions, the existence of compatibility between actions and words, speaking politely, honestly, and being fair.
- b. Award
Giving awards by the leadership can motivate employees to work even more challenging. Prizes can be given in the oral or material form. The more outstanding the award was given, the more enthusiastic and disciplined employees work and vice versa.
- c. Justice
The fair attitude shown by the leader to all his subordinates will improve team member work discipline. Leaders must treat their subordinates impartially and adequately in any case.
- d. Supervision
Supervision plays a vital role in realizing team member work discipline. Control can be carried out at any time or periodically depending on the policies issued by the leadership. In carrying

out supervision, the leader must directly supervise every action, deed, and work of his employees.

e. Penalty

Sanctions are given if there are subordinates who violate the rules that have been set. Giving sanctions is not to find fault but to improve towards a better direction. Sanctions can be given in stages according to the type of violation.

f. Firmness

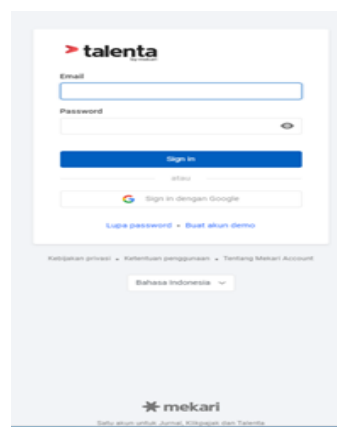
Leaders must have the courage to take firm action against employees who are disciplined against company regulations.

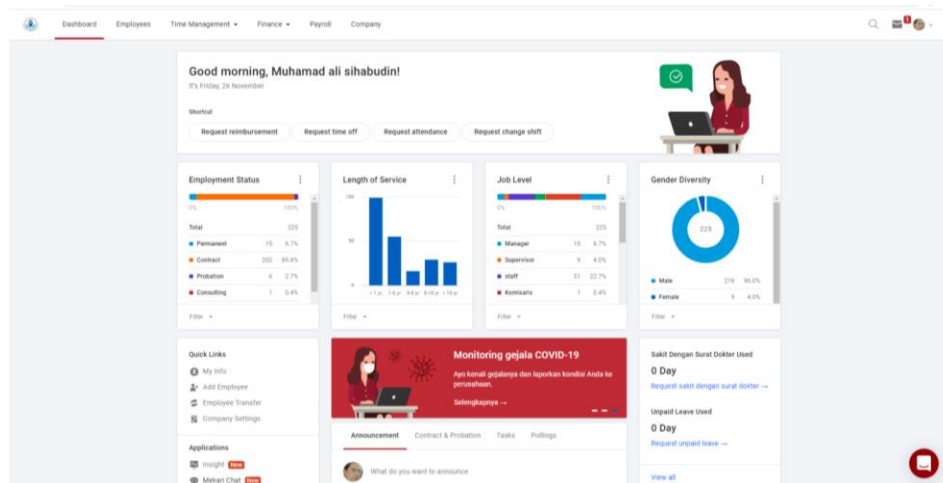
Definition of E-Absensi (Human Resource Information System "Talenta")

It is very important to realize discipline in an organization or company is to apply team member attendance (absence). As a result of technological developments in various fields of life, many companies or agencies have taken advantage of these technological advances, including the presence or attendance of employees online or E-Attendance. E-attendance is an application for managing team member data connected to the internet (Muhammad Arifin & Widiyarta, 2021). It can also be said that E-Attendance is an integrated system that provides services electronically, accurate information can be obtained, and can manage team member attendance to recap data (Safudin, 2018). Husein et al. (2017) stated that with the application of E-Attendance, it is easier to report systems, team member attendance recap data appears automatically is more accurate (Safuan & Rahman, 2021).

PT. Pelayaran Tamarin Samudra Tbk. as a company that uses cloud-based HRIS & Payroll software, it has felt the benefits of using the application, where the way the application works is that each employee is required to install the Talenta application on their respective mobile phones as a tool to be able to access the application used by employees. When going to do attendance or other features. All employee attendance data is updated, recorded, and stored in the talent cloud system, making it easier for admins to access data. This software can increase productivity, performance, and team member discipline because it is directly monitored, in addition, employees can also apply for leave, overtime, off, reimbursement, etc., through this application to reduce paper usage (paperless).

Login Display





Dashboard View

3. Methodology of Research

The author uses descriptive research with a qualitative approach in this research. The data obtained from the distribution of the questionnaire and the results of the observations are used as quantitative sources, then describe the qualitative descriptive data with the percentage and explanation of the primary data from the distributed questionnaires. The analysis can be obtained by looking at the mode (answers that often appear) to be further processed based on the support of facts and other data. The average percentage of respondents' responses was 76% - 100% in the excellent answer category, 56% - 75% in the relatively good answer category, 40% - 55% in the poor answer category, and < 40% in lousy answer category research measuring instrument in the form of a questionnaire or questionnaire using a Likert scale. With instrument items in the form of interval questions or statements consisting of three levels with scoring as follows: yes, always/often a score of 3, sometimes a score of 2, no/never a score of 1.

The population is the location or place of research as a source of primary data in a study. The person in this study is PT. Pelayaran Tamarin Samudra Tbk. Central Jakarta with a total of 200 employees. The sample is representative of the population to be studied. The random sampling technique (random sampling) is the author's choice to determine the model sample, namely if each part as a whole has the same opportunity to be taken. To get a truly representative sample, it must do it in such a way. Arikunto said if the number of research subjects is less than 100, then the total is taken, but if it is more than 100, the sample can be obtained around 10%-15% and 20%-25%. Therefore the selection received was about 20% of the total research subjects, namely $20\% \times 200 = 40$ people.

Data collection is obtained through:

1. Literature review, namely collecting data related to the problems that exist in the study.
2. Field studies, namely collecting documents from the object of research, through:
 - a. Observation results, namely observing directly the research location

- b. The interview is to obtain information or data by asking several questions to respondents
- c. Questionnaire distribution, where respondents are asked to choose answers that have been provided from several questions or statements

4. Result and Discussion

This study contains the results of field observations obtained by conducting interviews and distributing questionnaires regarding the formation of the character of team member work discipline through the application of the Talenta human resource information system. The selection of respondents in distributing the questionnaire is based on the number of employees working at PT. Pelayaran Tamarin Samudra Tbk. In Central Jakarta, took random sampling. The total number of respondents is 40 people. We carried out data collection techniques by distributing questionnaires to employees working at PT. Pelayaran Tamarin Samudra Tbk. and conducting interviews with parties who know about the formation of the character of team member work discipline through the Talenta human resource information system.

The indicators used are exemplary leaders, rewards/awards, fairness, supervision, sanctions/punishments, firmness, diligent attitude, and punctuality in entering and leaving work. The assessment uses a good measure, quite good, not good, and not good. Good is given to measure the effectiveness of team member discipline by implementing of the Talent human resource information system. Good enough as a measure of employee discipline character by implementing of the human resource information system Talent is quite effective, not good means the employee work discipline character by implementing of the human resource information system Talent is less effective and not good means the employee work discipline by implementing of the human resource information system Talent is not effective.

Formation of Employee Discipline Character at PT. Pelayaran Tamarin Samudra Tbk.

Disciplinary programs in every company have an important place. No organization or company can run and succeed without solid discipline. Discipline is behavior and attitude without expecting anything in return for obeying the rules and regulations that the company has set. Discipline can include respect and obedience to the agreements that have been made (Kiyai, 2020). So work discipline is a behavior, attitude by obeying the rules of the organization or company with following under their awareness, adapting to the regulations that apply in the company (Safudin, 2018).

To find out how to apply work discipline at PT. Pelayaran Tamarin Samudra Tbk, the author, will discuss it with the following benchmarks:

(1.) Leader's Example

A company achieving its goals depends on the ways of leading practiced by its leaders. In order to move employees towards achieving company goals, it is necessary to have an exemplary attitude owned by the leadership by providing examples of attitudes and actions expected to be followed by their subordinates. The results of the study can be seen in the following table:

Table 1. Respondents Opinions about the Exemplary Attitudes exemplified by the Leaders at PT. Pelayaran Tamarin Samudra Tbk.

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	40	100
Sometimes	0	0
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The data obtained from the table above illustrates that almost all employees at PT. Pelayaran Tamarin Samudra Tbk. declare the leader as a role model for them in taking action all attitudes and behavior of company leaders as a benchmark for employees to start their work. If the leader applies a high discipline attitude, his subordinates will automatically obey PT. Pelayaran Tamarin Samudra Tbk., the level of discipline applied by the leadership and employees is good. This company always applies discipline, especially after using a web-based presence system or mobile application, namely the Talenta Human Resource Information System.

Based on the results of interviews that the author did, the leader always gives an example to his subordinates by coming to the workplace early and conducting administrative checks at the company and attendance or attendance. With the disciplinary attitude and behavior exemplified by the leader in his subordinates, a character or culture of shame is formed to always be punctual to arrive at work. As research has been conducted by Burhanuddin Kiyai (2020), the formation of the character of team member work discipline is determined by one of the examples shown by the leadership. Therefore, a leader must have an attitude of integrity. A subordinate filed will be suitable depending on the good example shown by the leader and vice versa (Kiyai, 2020). The application of discipline applies equally to both leaders and subordinates. With high field from its employees, it is hoped that they will be more active in achieving organizational goals.

(2.) Awards

To obtain data regarding the presence or absence of an award from the leadership of PT. Pelayaran Tamarin Samudra Tbk. to employees with high attendance, the authors, ask questions about this through the distribution of questionnaires. Based on the results of the research that the author did, it can be seen in the following table:

Table 2. Respondents Opinion Regarding the Presence/No Appreciation from the leadership of PT. Pelayaran Tamarin Samudra Tbk. Against employees with high attendance

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	33	83
Sometimes	7	17
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

Based on the research data above, it illustrates that basically, the leadership's attitude towards employees with high attendance levels can appreciate and is a matter of pride, from the results of interviews with the HR Manager at PT. Pelayaran Tamarin Samudra Tbk. Leaders feel happy, proud, and valued if there are active, highly disciplined, and work hard. These behaviors have a positive effect on increasing company work discipline. In a study conducted by Burhanuddin Kiyai (2020), the attitude is shown by the leadership in giving appreciation for a high level of team member attendance varies. It can be in the form of material being given overtime allowances, praise from the leadership, or being maintained for a period of work (Kiyai, 2020). Meanwhile, Desmarini & Kasman Rukun (2020) stated that from the results of their research, every employee who has carried out his work well and has a high attendance rate will receive an award in the form of a certificate of appreciation and an increase in salary (Desmarini & Kasman, 2020). But sometimes there is also an attitude from the leadership who considers it normal and enough with words of praise without being balanced by other things, such as the provision of allowances. This is due to seeing the condition of the company's development during the current pandemic. If the state of the company is normal, the welfare of employees is more considered as their motivation to work.

(3.) Justice

Policies that provide rewards or sanctions/punishments based on justice will encourage the formation of a good team member discipline character based on the results of the research author did it can be seen in the following table:

Table 3. Respondents Opinion Regarding the issued policies at PT. Pelayaran Tamarin Samudra Tbk. Fair

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	32	81
Sometimes	8	19
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The data obtained from the table above illustrates that every policy issued by the company is fair and applies to all employees, however, about the application of online attendance applications at PT. Pelayaran Tamarin Samudra Tbk. Namely, Human Resource Information System Talent is fair and impartial. This online attendance application already has clear standards and rules.

The openness between leaders and subordinates is relatively smooth, open, and complementary. The management's treatment of their employees is the same and does not discriminate. According to the results of research conducted by Burhanuddin Kiyai (2020), leading, a capable leader will try to treat his subordinates fairly (Kiyai, 2020). They give awards and praise to diligent employees in their presence, give sanctions and warnings if their subordinates are less able to work and always constantly remind them to obey existing regulations. Desmarini & Kasman Rukun (2020) stated that the leadership would give sanctions or penalties to every team member who violates the rules according to their mistakes and will be rewarded for those who obey them (Desmarini & Kasman, 2020). Fairness is fundamental in shaping the disciplined character of team member performance so that discrimination does not occur and can increase morale or work ethic.

(4.) Supervision

Supervision by the leader of his subordinates has an important role in the company. Control does not aim to find weaknesses or deficiencies when carrying out tasks or work but so that there is harmony between plans and actions so that leaders can take steps to make corrections or not. The results of research related to supervision can be seen in the table below:

Table 4. Respondents Opinion Regarding Supervision carried out at PT. Pelayaran Tamarin Samudra Tbk.

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	22	56
Sometimes	18	44
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The table results above show that the leadership often carries out supervision in the company. The control is carried out. Differently, some are routine every day related to the application of attendance or the online presence of the Talenta Human Resource Information System. There is also supervision carried out every month or three months, depending on the instructions of the leadership of PT. Pelayaran Tamarin Samudra Tbk. Regarding professionalism at work.

Every human being is not perfect, sometimes making mistakes and behaving correctly. That is why supervision is needed to observe every human action, control is carried out not to look for shortcomings or mistakes but to improve towards a better direction. Burhanuddin Kiyai (2020) argues that team member work discipline can be realized in the form of practical and tangible actions through inherent supervision, meaning that every action, deed, productivity, and work performance of employees must be actively supervised by the leadership (Kiyai, 2020). Hasibuan (2007) suggests that inherent supervision is one one factor that can affect team members work discipline (Safuan & Rahman, 2021), as stated in the research of M. Qamaruddin and M. Iskandar (2021) that the online presence system is considered effective in the process of monitoring and improving team member discipline while working (Qamaruddin & Iskandar, 2021). From the follow-up question that the author asked regarding the time of supervision carried out within the company, the supervision carried out routinely every day is related to the implementation of the Human Resource Information System Talent. Those who play a role in supervising the implementation of this online attendance application are company leaders, and in its operations, it is the responsibility of the Human Resources Manager.

(5.) Sanctions or punishments

Supervision is necessary because human nature is not perfect. So human activities in the company need to be considered not only to find deficiencies and then be punished, but to improve these deficiencies. If the team member makes a mistake, the leader approaches, directs, and guides so that the error does not happen again. The results of the study can be seen in the table below:

Table 5. Respondents Opinion Regarding Giving Sanctions to Employees at PT. Pelayaran Tamarin Samudra Tbk.

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	27	68
Sometimes	13	32
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The table illustrates the employees at PT. Pelayaran Tamarin Samudra Tbk. If they make a mistake in carrying out their duties or arrive late, as a consequence, they will be subject to sanctions from the leadership. Sanctions are still given, usually in the form of guidance and direction.

In the follow-up question that the author proposes, the form of sanctions can be a warning, warning, attention, and guidance. In the research of D. Desmarini and R. Kasman (2020), sanctions that are reprimanded sometimes do not create a deterrent effect, and there are still employees who come late to work (Desmarini & Kasman, 2020). According to the results of interviews with the Human Resource Manager at PT. Pelayaran Tamarin Samudra Tbk., if there is a team member who commits a violation accompanied by arriving late to the workplace and then forgets so that it is not on time to fill in the absence, the team member is reminded. Still, if he makes the same mistake that exceeds the tolerance limit that has been determined by following the applicable regulations in the company, he will impose an absenteeism penalty, this is the effect of shock therapy so that employees are committed and responsible for their work. The system will read every delay and have consequences for the penalty provisions, calculated accumulatively in one month and affect the payroll system. The severity of the sanctions given depends on the size of the violation committed by the team member. It is giving sanctions to change behavior and as a motivational tool in maintaining discipline in the organization or company.

(6.) Firmness

In an effort to form a disciplined character in the organization or company. The leadership role is very important. A leader must have the courage to act decisively in applying sanctions to every employee who is disciplinary. Based on the results of the research that the author did, it can be seen in the following table.

Table 6. Respondents Opinion Regarding Leadership Firmness in Implementing Sanctions at PT. Pelayaran Tamarin Samudra Tbk.

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	33	83
Sometimes	7	17
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The data obtained from the table above illustrates that the employees at PT. Pelayaran Tamarin Samudra Tbk. always reminded by the leadership when carrying out their duties must obey the rules. Leaders in the company can be firm by giving sanctions to their employees if they make mistakes and always reminding their subordinates to obey the rules. However, there are still some who are negligent. In line with research conducted by Burhanuddin Kiyai (2020) that even though the leadership has taken a firm stance to improve employee discipline, there are still employees who do not heed the rules (Kiyai, 2020). Based on the author's interview with the HR Manager at PT. Pelayaran Tamarin Samudra Tbk. with the implementation of an online attendance system can minimize violations committed by employees. With this firm action, it is hoped that employees can improve their discipline so that they are more productive.

Application of Talent Human Resource Information System (HRIS) in Shaping Employee Discipline Character at PT. Pelayaran Tamarin Samudra Tbk.

Leaders in the company must be good at making the regulations required by the company. Regulations must contain certainty that is in accordance with the existing reality. If there is a change where certain parts of the regulations are no longer suitable, then a revision must be immediately carried out for the smooth running of the company. One of them at PT. Pelayaran Tamarin Samudra Tbk. currently implementing an online attendance or attendance system called Talenta's Human Resource Information System (HRIS). Based on the results of the research that the author did, it can be seen in the following table

Table 7. Respondents Opinion Regarding the Implementation of Talenta HRIS in Forming Obedience to Rules

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	31	78
Sometimes	9	22
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

Based on the research data in the table above, it shows that with the implementation of the online attendance system, namely HRIS Talenta, generally all employees who work at PT. Pelayaran Tamarin Samudra Tbk. obey and obey the rules. Although this company has implemented an online presence system, under certain conditions and for various reasons, there are some employees who are considered to have violated but not significantly. In line with the research conducted by Burhanuddin Kiyai (2020), with the implementation of the attendance system, the number of employees arriving late to work began to decrease. But still there are employees who come late, some leave the room during working hours (Kiyai, 2020).

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From the results of the author's interview with the HR Manager at PT. Pelayaran Tamarin Samudra Tbk., with the application of HRIS Talenta is able to overcome the problem of time discipline, as can be seen from the results of the research that the author did in the following table.

Table 8. Respondents Opinion regarding the application of HRIS Talenta in Forming Discipline Attitudes Arrive on Time at PT. Pelayaran Tamarin Samudra Tbk.

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	32	80
Sometimes	8	20
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The data above shows that most respondents think that companies implementing HRIS Talenta require employees to come to work on time. As for those who arrive late, it is still done for various reasons, for example, there is a sudden need, traffic jams, etc.

With the implementation of Talenta's HRIS, can now the number of attendance directly. This attendance system also has standards, installed applications, and transparent rules. In practice, the hours of entry and exit from work are regulated. The following results of the author's research can be seen in the table below.

Table 9. Respondents Opinion Regarding the Implementation of Talenta HRIS in Shaping Discipline Attitudes to Go Home On Time at PT. Pelayaran Tamarin Samudra Tbk.

Respondents Answer	Total (n)	Percentage (%)
Yes, Always	29	73
Sometimes	11	27
Never	0	0
Quantity (N)	40	100

Source: Processed from primary data, 2021

The data obtained from the table above illustrates the implementation of the online attendance system, namely HRIS Talenta, does not significantly affect the punctuality of returning home, every team member goes home on time for those who have completed their duties and work. Based on the author's interview with the HR Manager at PT. Pelayaran Tamarin Samudra Tbk., the management does not stipulate any provisions for employees to come home from work on time, meaning that this is returned to the duties and responsibilities of employees in completing their work, however, those relating to the submission of overtime work must obtain approval from the team member direct supervisor or leader concerned.

5. Conclusion

From the description of the research results, it can be seen that the formation of the character of team member work discipline through the application of the Human Resource Information System Talents at PT. Pelayaran Tamarin Samudra Tbk. has been effective, namely, the example of leadership, respect, justice, supervision, sanctions, and firmness have been carried out properly, only for the supervision factor and the provision of sanctions that still need to be improved. Everything is interconnected. Qualified employees can be determined by discipline and work performance achieved. Enforcement of discipline is very important to achieve success in an organization or company. Supervision is very important to be applied in an effort to optimize the quality of employee work discipline and also to provide strict sanctions in its implementation to achieve the goals of the organization.

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