

Analysis of the Implementation of Discipline for State Civil Servants at the Office of Community and Village Empowerment, Pasangkayu Regency

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ABSTRACT

This study aimed to determine and analyze the implementation of discipline for state civil servants at the Office of Community and Village Empowerment in Pasangkayu Regency. The study results show that respondents' responses about understanding their obligations as state civil servants, who expressed doubts about one person or 3.1%, agreed with the number of 25 people or 78.1% and strongly agreed with six people or 18.8%. Respondents' responses about understanding the prohibition as state civil servants expressed doubt that one person or 3.1% agreed with the number of 20 people or 62.5% and strongly agreed with 11 people or 34.4%. And respondents' responses about punishment as state civil servants state that 19 people or 59.4% agree with the number and 13 people, or 40.6%, strongly agree.

Keywords - Obligations, Prohibition, Punishment

INTRODUCTION

The Community and Village Empowerment Service of Pasangkayu Regency is the central unit of service to the village community and a significant milestone for all programs' success (1). Strengthening the village's development process cannot be postponed, so it is necessary to accelerate it to realize the welfare of the village community to improve development, facilities and infrastructure, and human resources in the village. (2).

Increasing the empowerment of village communities in Pasangkayu Regency needs government attention in rural community development whose sources of income are solely in the agricultural sector, distribution of goods and services. The result of existing infrastructure and human resources in the village needs to be directed to change the village community's life for the better so that rural development can run well by the central and regional governments' wishes.

The Pasangkayu Regency Community and Village Empowerment Office saw several disciplinary violations that resulted in delays in service to the Pasangkayu Regency

Community and Village Empowerment Service, a late entry to the office employee rest, not being in the workroom during working hours. This resulted in the Pasangkayu Regency Community and Village Empowerment Service leadership to guide state civil servants who committed violations of discipline, especially in providing services to the community. It is hoped that the level of service to the community will increase from the guidance carried out.

METHODOLOGY

Analysis of the data used in this study used a comparative descriptive analysis tool; namely, the research was carried out by comparing existing theories with data obtained from case studies(3).

In analyzing the data that the authors collect, data analysis methods are used based on specific things and then draw general conclusions. In this study, researchers used data analysis techniques that were descriptive-qualitative, namely describing the data obtained through the research instrument. The data analysis techniques used are as follows: 1) data reduction, 2) data presentation, and 3) conclusion(4).

RESULT

Disciplinary variables in the questionnaire contained three basic statements in knowing the discipline of employees at the Community and Village Empowerment Service of Pasangkayu Regency. The results of research on this statement can be seen in the table below:

Table 1
Employee Response Understanding Obligations as State Civil Apparatus

No	Answer Category	Number of Respondents	Percentage (%)
1	Strongly Disagree	0	0
2	Disagree	0	0
3	Doubtful	1	3,1
4	Agree	25	78,1
5	Strongly agree	6	18,8
	total	32	100%

Source: Processed Questionnaires 2020

Table 1 above shows that respondents' responses about understanding their obligations as state civil servants, who expressed doubts about one person or 3.1%, agreed with the number of 25 people or 78.1% and strongly agreed with six people or 18, 8%.

Table 2
Employee Response Understanding the Prohibition as State Civil Apparatus

No	Answer Category	Number of Respondents	Percentage (%)
1	Strongly Disagree	0	0
2	Disagree	0	0
3	Doubtful	1	3,1
4	Agree	20	62,5
5	Strongly agree	11	34,4
Total		32	100%

Source: Processed Questionnaires 2020

Table 2 above shows that respondents' responses about understanding the prohibition as state civil servants, who expressed doubts about one person or 3.1%, agreed with the number of 20 people or 62.5% and strongly agreed with 11 people or 34, 4%.

Table 3
Employee Response Understanding Punishment as a State Civil Apparatus

No	Answer Category	Number of Respondents	Percentage (%)
1	Strongly Disagree	0	0
2	Disagree	0	0
3	Doubtful	0	0
4	Agree	19	59,4
5	Strongly agree	13	40,6
Total		32	100%

Source: Processed Questionnaires 2020

From the table above, respondents' responses about understanding punishment as state civil servants stated that those who agree with the number of 19 people or 59.4% and strongly agree with 13 people or 40.6%. Based on the respondents' responses, the respondents' recapitulation can be seen in Table 4.

Table 4
Recapitulation of Respondents' Responses About Discipline

No	Indicator	Answer Category										N	Score	Mean
		SS		S		CS		KS		TS				
		F	%	F	%	F	%	F	%	F	%			
1	Employees understand obligations as the state civil apparatus	6	18,8	25	78,1	1	3,1	0	0	0	0	32	133	4,15

2	Employees understand the prohibitions as state civil servants	11	34,4	20	62,5	1	3,1	0	0	0	0	0	32	138	4,31
3	Employees understand punishment as state civil servants	13	40,6	19	59,4	0	0	0	0	0	0	0	32	141	4,40

Source: Processed Questionnaires 2020

Table 4 summarizes respondents' responses to employee discipline at the Community and Village Empowerment Office of Pasangkayu Regency gets the highest mean value, which states that employees understand punishment as state civil servants with a value of 4.40. This illustrates that every employee at the Pasangkayu Regency Community and Village Empowerment Office understands all the rules and laws governing employees' authority and obligations.

DISCUSSION

Government Regulation Number 53 of 2010 is the basis for the State Civil Apparatus's discipline in realizing a reliable, professional, and moral attitude of the state civil apparatus. With these regulations, it is hoped that the creation of order and smooth execution of duties for the state civil apparatus and encouraging the completion of productive and effective work based on a career system and a performance achievement system (5).

The importance of discipline for the Pasangkayu Regency Community and Village Empowerment Service employees can encourage and minimize violations related to the field of the state civil apparatus and impact the achievement of good governance. Discipline plays a significant role for a civilian state apparatus; in this case, it is related to compliance with attendance, attitudes, behavior, and actions according to the regulations set by the organization and the government (6).

The state civil apparatus's ability to improve discipline is a means of supporting the successful completion of work (7). The Community and Village Empowerment Service has the main task of formulating policies in the field of community and village empowerment; implementing procedures in the area of community and village empowerment; implementation of evaluation and reporting in the field of community and village empowerment; implementation of service administered by the scope of their duties; the performance of other functions given by the regent about his responsibilities and operations (8).

Based research conducted by Mahrita et al. (2018) concluded that the State Civil Apparatus Disciplinary Regulation is regulated in government regulation Number 53 of 2010 concerning State Civil Service Disciplinary regulations. , the official with authority to

punish, impose disciplinary sentences, objections to disciplinary penalties, and enforce disciplinary decisions. The conclusion that the State civil servants at the Office of Population and Civil Registration of the State of Tabalong Regency are quite highly disciplined is evident from the recapitulation results 36.7% agreed. This research conducted by Raimah and Irawanto (2017) shows that the implementation of Government Regulation Number 53 of 2010 concerning Civil Servant Discipline at UIN Antasari Banjarmasin has been running and well communicated through socialization; it's just that socialization through banners has not reached the entire work unit. Top-level leaders and companies already have high consistency in upholding civil servant discipline. Still, the obstacles in implementing these regulations come from the personal direct superior and the individual subordinates/staff themselves.

DISCUSSION

After analyzing the results of the research and testing the hypothesis as described above, conclusions can be drawn from the results of the analysis and hypothesis testing, as follows: 1) There is an understanding of the employees of the obligations that must be carried out in job completion. 2) Employees understand the rules or prohibitions that should not be done because it will conflict with Government Regulation Number 53 of 2010. 3) Employees understand punishment as state civil servants based on Government Regulation Number 53 of 2010 article 7.

SARAN

Recommendations that can be considered in decision making, especially those related to employee discipline: 1) In improving employee discipline at the Community and Village Empowerment Service, maintain the assessment programmed every month. 2) Before imposing sanctions on employees, it is hoped that guidance will be carried out to change attitudes and behavior. 3) Providing rewards to employees who have been disciplined to improve performance.

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