

# Analysis of Civil Servant Discipline Control at the Education and Culture Office of Central Sulawesi Province

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## ABSTRACT

This study aims to determine and analyze the effectiveness of employee discipline supervision at the Education and Culture Office of Central Sulawesi Province. The sample for this research was 66 civil servants spread across every field in the Education and Culture Office of Central Sulawesi Province. The results showed that supervision at the Education and Culture Office of Central Sulawesi Province had been running effectively because the average total score of the variable leadership and employee discipline questionnaire was 4.2. Therefore the reports collected detail all program activities that will be carried out, those that are realized, and the budget that is used on time so that employees at the Education and Culture Office of Central Sulawesi Province have implemented Government Regulation no. 53 of 2010 concerning employee discipline. This can also be seen in entering and leaving work, honesty, thoroughness, and employees being responsible for their work.

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## 1. INTRODUCTION

An organization is a group of people or groups of people who work together to achieve goals that have become a mutual agreement (1)(2). Organizations also need leaders who can organize, manage and supervise their subordinates so that all activities can be carried out as planned (3).

Organizations are oriented towards parties who have an interest in the organization. This becomes the foundation for achieving goals to create an excellent managerial system (4). In the current era of globalization, every government and private agency wants to make progress in its organizational structure in terms of ease and achievement. This requires government and private agencies to look for alternatives to support what is to be achieved and aspired to. Reliable human resources can be a sustainable competitive advantage because humans have the knowledge and social complexity (5)(6). Implementing bureaucratic reform implies that the government bureaucracy can run well by modern management principles that improve development and service to the community, which is the main task of Civil Servants (PNS). On the other hand, internal improvement efforts continue to be pursued by developing the capacity and competence of human resources both in quality and quantity and require adequate supervision. Supervision is needed to

ensure that the implementation of bureaucratic activities goes according to the planning and provisions of the applicable regulations (7).

Supervision is also essential to optimize employee work discipline (8). In addition, to realize good governance, the bureaucracy must form a particular supervisory body for civil servants (PNS) at the Education and Culture Office of Central Sulawesi Province so that no civil servants violate employee discipline.

In Article 1 Paragraph (1) of Government Regulation Number 53 of 2010, the discipline of civil servants (PNS) is the ability of civil servants to comply with obligations and avoid prohibitions stipulated in statutory regulations and or official regulations which, if not adhered to/violated, are subject to disciplinary punishment. Civil servants within the Education and Culture Office of Central Sulawesi Province are expected to comply with the obligations contained in Article 3 PP RI Number 53 of 2010 concerning PNS Discipline.

The problem is that according to the observations, civil servants at the Education and Culture Office of Central Sulawesi Province still need to fully implement employee discipline, especially regarding the field using working time. This happens because employees need more awareness to carry out their obligations as civil servants. For example, there are still employees who need to be more responsible in carrying out their duties and work for which they are reliable, in the sense that they are not on time in carrying out the tasks or work assigned to these employees. This will affect the low satisfaction of the people who request services at the Education and Culture of Central Sulawesi Province.

## 2. RESEARCH METHODS

The type of research used in this research is causal research (9). This research was conducted for three months, from April 2019 to June 2019. The population in this study was 197 employees with the following criteria: Planning and Program Sub-Section, Finance and Assets Sub-Section, General Da Personnel Sub-Division, Special Education and Special Service Education (PK-PLK), Education and Education Personnel (PTK) and Assistance Task Facilities, High School Development, Vocational, and Culture Development.

## 3. RESULTS AND DISCUSSION

### **Implementation of activities must be reported accurately**

From the distribution of respondents to statement 1, namely in the idea that the implementation of activities must be reported accurately, the researcher can conclude that respondents agree with the performance of activities that must be conveyed accurately so that the planned program of activities can run smoothly. It is hoped that employees will be unable to commit corruption with the activity budget.

### **Activity reports are collected, submitted, and evaluated promptly**

From the results of the distribution of respondents to statement 2, especially in the idea that activity reports are collected, submitted, and evaluated on time, the researcher can conclude that employees at the Education and Culture Office of Central Sulawesi Province agree that reporting activities must be offered as is, and evaluated on time so that if there are errors later -errors in the report will be fixed soon. This is expected to streamline the budget.

### **The reports submitted are objective and complete**

From the results of the distribution of respondents to statement 3, especially in the idea that the reports collected are objective and complete, the researcher can conclude that the average respondent agrees with the activity reports collected according to the reality on the ground and reported in detail so that the implementation of activities can go according to plan.

### **Monitoring systems should focus on areas where irregularities are typical**

From the results of the distribution of respondents to Statement 4, especially in the statement that the monitoring system must focus on areas where irregularities often occur, the researcher can conclude that respondents agree with the existence of a unique monitoring system in areas where abnormalities arise so that other activities can be monitored appropriately.

### **The cost of the monitoring system must be realistic and economical**

From the results of the distribution of respondents to statement 5, especially in the idea that the cost of the monitoring system must be realistic and economical, the researcher can conclude that the respondents agree that the monitoring system must be by the circumstances of the agency so that the monitoring system does not burden employees.

**The monitoring system must match or be in harmony with the realities of the agency (organizationally realistic)**

From the results of the distribution of respondents to statement 6, especially in the idea that the supervisory system must match or be in harmony with agency realities (organizational realistic), the researcher can conclude that respondents agree that the supervisory system must check or be harmonious with agency realities so that employees can work well without feeling pressured by the existing monitoring system.

**The monitoring system must be coordinated with the workflow of the agency**

From the results of the distribution of respondents to statement 7, especially in the idea that the monitoring system must be coordinated with the flow of work in agencies, the researcher can conclude that the respondents agree with this statement so that if there are problems in collecting activity reports, they can be minimized immediately.

**Supervision must be flexible (not excessive)**

From the results of the distribution of respondents to statement 8, especially in the report that supervision must be flexible (not excessive), the researcher can conclude that respondents agree with this statement because care must be by the circumstances of the agency and not too strict so that employees enjoy their work and targets can be achieved.

**The monitoring system must be both directive and operational**

From the distribution of respondents to statement 9, namely the idea that the supervisory system must be indicative and functional, the researcher can conclude that the respondents strongly agree with the supervisory system, which is meaningful because it makes it easier for employees to work. Employees do not feel burdened by supervision.

**Employees must accept the monitoring system to improve employee performance.**

From the results of the distribution of respondents to statement 10, namely the idea that employees must accept the supervisory system to improve employee performance, the researcher can conclude that respondents agree with a supervisory system that can maintain harmonious relations between employees and superiors and motivate each other so that employees can work with enthusiasm automatically the performance will increase and what is the target of the agency can be achieved.

**Employee Discipline Variable****Enter and leave work according to working hours**

From the results of the distribution of respondents to statement 1, namely the information I go to and leave work according to working hours, the researcher can conclude that the average respondent agrees with this statement, meaning that employees have implemented regulations regarding employee discipline.

**Carry out official duties with total dedication, awareness, and responsibility**

From the distribution of respondents to statement 2, namely that I carry out official duties entrusted to me with complete dedication, awareness, and responsibility, the researcher can conclude that employees have worked with total commitment and responsibility.

**Prioritizing the interests of the state over one's interests and groups**

From the results of the distribution of respondents to statement 3, that is, I prioritize the interests of the state rather than my own, that of a person or a group, so that researchers can conclude that this makes employees more disciplined at work and do not feel constrained by their superiors with their work.

**Work honestly, orderly, carefully, and enthusiastically for the country's benefit**

From the results of the distribution of respondents to statement 4, namely working honestly, orderly, carefully, and enthusiastically for the benefit of the state, the researcher can conclude that Central Sulawesi Province Education and Culture employees work honestly, in an orderly, thorough, and enthusiastic manner. It is in the interests of the State, and together, what needs to be avoided is gratuity given by someone for specific interests because it has violated PP RI No. 53 of 2010.

**Achieve employee work targets that have been set**

From the table above, the researcher can conclude that the average respondent agrees with the fifth statement: the Central Sulawesi Province Education and Culture employees consistently achieve the set

targets. The supervisory system needs to be improved by utilizing technological developments like today to speed up the completion of employees' work.

#### 4. CONCLUSION

This study concludes that employees of the Central Sulawesi Province Education and Culture Office have a responsibility, to be honest, orderly, careful, and enthusiastic in their work. This means that supervision at this Office has been running effectively.

#### 5. SUGGESTION

Leaders must increase employees' awareness at work so that Central Sulawesi Province Education and Culture employees work with complete dedication.

The Head of Service must place employees according to rank/class so that their work is by their abilities. As stated in Government Regulation Number 11 of 2017 concerning PNS Management.

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