

# Improving Discipline of Regional Civil Servants

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**Abstract**—When society needs a service that can only be obtained by an institution that houses the civil servant, the government. The community needs a disciplined apparatus. In reality there are many irregularities in employee discipline. Why is there a deviation that is often due to a lack of punishment for Civil Servants who commit irregularities. For this reason, it is necessary to have binding regulations for employee discipline. The approach method used in this research is the Sociological Juridical approach, which is to examine the applicable regulations..

**Keywords**—Civil Servants, Discipline.

## I. INTRODUCTION

Wherever, the existence of human being as a part of The Civil Servants in their oath stated that they served the State and the nation who were loyal and obedient to the Pancasila and the 1945 Constitution. One indication of the low quality of the Regional Civil Servants was the existence of disciplinary violations committed by many Regional Civil Servants. [1] There are several obstacles faced by a Civil Servant in Increasing Discipline of Civil Servants is the lack of assertiveness of sanctions given by the authorized official as well as the fading discipline of civil servants. Some Civil Servants consider that some regulations that apply to him are a form of policy from his superiors. Ruling out that there are certain rules that regulate all forms of activities and behavior carried out by the Civil Servants. [2]–[4]

The behavior of the government apparatus cannot be separated from a realistic self-image, where every government apparatus should recognize the self-image so that it knows how it really is. If they know themselves, then that is actually the behavior that is essential for humans or government officials. Behavior will give birth to a self-image, both describing the darkness of one's life process, as well as a life process that illustrates with great fun, the process of life of each government apparatus in question actually becomes a characteristic of self-image and then shapes behavior in the life of every government apparatus . [5]–[7]

In Indonesia Human Resource Management Functions Civil Servants Include (1) Planning, (2) Procurement, (3) quality improvement, (4) placement, (5) promotion, (6) payroll, (7) welfare, (8) dismissal (Indonesia 2014), (Law No. 5 of 2014 concerning Personnel) From the Management system there are still some drawbacks (1) on the planning side, in recruiting Civil Servants it still defeats the administrative side rather than the management side who has resources power. For example, all recruits based on

diplomas to fulfill the needs of vacant positions without taking into account the planning of placement of the Prospective Civil Servants. (2) Procurement here is still centralized by excluding value effectively and efficiently. (3) in the development of the quality of Human Resources, especially in Makassar City is still considered lacking, because of the limited scope of activities and limited budget. (4) the decision making of Civil Servants is still not supported by the Management Information System, so that the placement of Employees is not in accordance with their educational background and experience. (5) the rank order list is still not valid as it should be so that in the awarding of the promotion promotion overrides the existence of a work period, in addition to the unclear competency standards provided. (6) payroll is considered to have no problem due to the same payroll standard throughout Indonesia. (7) welfare that is not balanced if compared to a number of punishments given is not directly proportional to the reward received. (8) the existence of a disciplinary commission whose position is not clear. [8]

There are a number of problems faced by the Indonesian bureaucracy, these problems include the large number of Regional Civil Servants and high growth rates from year to year, the low quality and incompatibility of competencies, placement errors and vague career paths that can be pursued. [9]

The low quality of the Civil Servants because of the many disciplinary violations committed. In everyday life, civil servants are indicated to do a lot of work in a relaxed manner, without any targets to be fulfilled, coming to work late and returning from the office quickly. Apart from that Civil Servants The general area is identical with the attachment of bad habits which makes it difficult for people or people who need services.

Regional development becomes synonymous with problems. Where one of the problems that becomes the core is in terms of bureaucrats in this case the Civil Servants. It is a lie if it is said that the government (including ORBA) does not have strategic results in national development. For this reason, it is necessary to recalculate the "input-output ratio" of national development so far

The embodiment of a clean and authoritative government begins with the enforcement of national discipline in the state apparatus, especially the Regional Civil Servants and Regional Civil Servants' equal distribution of human resources. [10]

The performance of the Regional Personnel Agency which is now changing its name to the Human Resources and

Human Resources Development Agency (BKPSDM) in an effort to increase discipline of Civil Servants is very important, so based on this background the author takes the title "Increasing Discipline of Regional Civil Servants (Studies in Regional Civil Service Bodies Makassar city)"

## II. RESEARCH METHODS

The approach method used in this study is the Sociological Juridical Approach method, namely reviewing the applicable regulations in this case is Government Regulation Number 53 of 2010 concerning PNS discipline. Data Type: a. Primary Data: The type of primary data is data obtained from the results of research in the field by using interviews with respondents from the Makassar City Personnel Agency who are directly involved in handling archives related to research. This method is carried out directly on the object of research to obtain data that matches the reality. b. Secondary Data: This type of secondary data is data obtained from the results of previous research, documents in the research location, literature and search results on the internet. Data Source: a. Primary Data: Results of interviews with related parties as respondents coming from the research location, namely the Regional Civil Servants Development and Welfare Unit at the Makassar City Regional Personnel Board which relates to the research. b. Secondary Data: Literature study obtained from documentation at research sites, libraries and search results on the internet. Data collection technique. Primary Data: Primary data is obtained by means of a free, guided interview, which is done by preparing the questions in advance, but it is still possible to carry out variations of questions that are tailored to the situation during the interview. Secondary Data: Secondary data is obtained by documentation studies related to research in the Library, Documents at research sites and searches on the Internet. The data analysis technique used in this research is descriptive analysis, namely the problem solving procedure that is examined by describing the data obtained from the results of interviews, literature, and observations, then interpreted then drawn conclusions.

## III. RESULTS AND DISCUSSION

The attitude and behavior of a civil servant can be used as role models or examples for civil servants in their environment and society in general. In carrying out their daily tasks they must be able to control themselves so that the rhythm and atmosphere of work run harmoniously, but the reality that is developing now is far from perfect. There are still many civil servants who commit disciplinary violations in various ways.

Thursday (2/6/2016) the decree was issued by the BKD Makassar and was signed directly by the Mayor of Makassar Danny Pomanto. But unfortunately, the person who has been given this sanction was not attacked by Head of Munandar, he argued to maintain the civil code of ethics. Starting from mild sanctions, to dismissals signed by Danny Pomanto. Of the 17 people, 1 was officially given the decree of dismissal as the civil servant of the Makassar City Government.

Nevertheless, the Makassar City Government gave the PNS the opportunity to appeal. Opportunity for filing an appeal, suspended for the next 14 days. If the person does not submit a memory of appeal, on the 15th day the decision issued by BKD Makassar is considered "incrach" legitimate. The severe violations committed by the civil servants who were fired were embezzling state money so that it was processed. In addition he also often absent from the calls of Makassar BKD civil servant investigators For government officials, discipline includes elements of obedience, loyalty, sincerity in carrying out duties and the ability to sacrifice. This means we must sacrifice personal and group interests for the benefit of the state and society. Discipline Regulation of Civil Servants is a regulation that regulates obligations, prohibitions, and sanctions if obligations are not adhered to or prohibitions are violated by the Civil Servants. Discipline of Civil Servants is regulated in Government Regulation Number 53 of 2010 concerning Discipline Regulation of Civil Servants. In the Civil Servants Disciplinary Regulations the provisions concerning Obligations, Prohibition, Disciplinary Penalties, Authorized Officers, Disciplinary Penalties, Objection of disciplinary penalties, and Applicability of disciplinary sentences.

Discipline that comes from the individual itself is a discipline based on the individual's own consciousness and is spontaneous. This discipline is a discipline that is highly expected by an organization because this discipline does not require direct orders or reprimands.

Discipline based on orders is carried out because of sanctions or threats of punishment. Thus people who carry out this discipline are afraid of being sanctioned or punished, so that discipline is considered as a tool to demand the implementation of responsibility. Based on the description, it can be concluded that the core of the formation of discipline can be carried out in two ways, namely through the development of personal discipline or the development of discipline that comes from individuals and through the application of strict disciplinary action, meaning that an disciplined employee will be subject to punishment or sanction accordingly with a level of error. An employee who is aware of his duties and responsibilities will certainly carry out the obligations imposed on him and stay away from restrictions that will reduce his credibility. As a civil servant, of course must carry out the obligations imposed on him as stated in Article 2 of Government Regulation Number 53 of 2010.

Enforcement of discipline in the Civil Service environment is very important, because an environment without discipline will be chaotic. In Government Regulation Number 53 of 2010, it is explained that what is meant by the discipline of Civil Servants is the ability of Civil Servants to comply with obligations and avoid prohibitions imposed in legislation and / or official regulations which if not adhered to or violated will be disciplined. Disciplinary violations are any words, writings, or actions of Civil Servants who do not comply with the obligations and / or violate the prohibition on the provisions of the discipline of Civil Servants, whether done within or outside working hours. While disciplinary punishment is a sentence imposed on civil servants for violating the rules of civil servant discipline.

One alternative as an effort that needs to be taken in order to reduce the number of disciplinary violations, among others, is, First, conducting socialization to provide refresher on regulations relating to civil servant discipline including PP No. 53 of 2010 concerning disciplinary regulations, PP. 32 of 1979 concerning the Dismissal of Civil Servants, Government Regulation No.45 of 1990 as a substitute for Government Regulation No.10 of 1983 concerning the marriage and divorce permits of civil servants. Socialization activities can be through education and training (Diklat), Technical Guidance (Bintek) as well as other forms of work programs aimed at providing understanding and applying the regulations relating to PNS discipline (Damayanti 2018).

Secondly, there are strict sanctions / actions when a civil servant is proven to have committed a disciplinary offense that aims to have a deterrent and shock therapy effect so that other civil servants do not copy or do so, so that they do not commit violations.

Third, at least every Regional Work Unit (SKPD) which is now changing its name to Regional Device Organization (OPD) feels responsible for supervising and conducting early development in its work environment regarding discipline. For example, if there are staff who violate disciplinary action, at least immediately take an approach to ask about the problems faced and problems that cause the person to be undisciplined.

Fourth, it is better for a civil servant to be proud to be one of the chosen number of prospective civil servants who do not qualify. However, having become civil servants, many of them committed disciplinary violations, not obeying the existing regulations. PNS is a profession that is highly coveted by everyone with reasons such as having a clear status, guaranteeing a family economy because of fixed income, not possible termination or termination of employment (PHK), having retirement insurance (retirement) and regular working hours that are fully regulated in the legislation.

Regional Secretary (Sekda) of Makassar City, Ibrahim Saleh, in his remarks said this socialization was very important because it was related to disciplinary violations by Civil Servants (PNS). Ibrahim stressed, one of the objectives of this socialization was to minimize violations of the Civil Service cases for ASN in Makassar City. He further hoped that the participants would be more serious in participating in the socialization so that the Civil Servants (PNS) became more aware of their duties and functions as State Officials, so that there would be no more disciplinary violations to civil servants personally. "We hope that the State Civil Apparatus (ASN) can run in its corridor so that there will be no violations of cases involving civil servants individually," he explained (<http://online24jam.com/2016/09/08/9465/bkd-kota-makassar-minimizing-violations-of-cases-of-civil-servants>).

Provision of Human Resources that organizes public services continues to be addressed, among other things with

a more professional staffing system with the amendment of Law Number 8 of 1974 to Law Number 43 of 1999 concerning the Principles of Employment. The new staffing system has not been able to change the pattern of public service as it can be applied in the Kotrak Service system

#### IV. CONCLUSION

Constraints faced by a Makassar City Regional Personnel Agency in Improving Discipline of Regional Civil Servants are Lack of professionalism and responsibility of Civil Servants in carrying out their duties, the lack of assertiveness of sanctions given by authorized officials and the fading discipline of regional civil servants. The solution is by the existence of strict sanctions / actions when a civil servant is proven to have committed a disciplinary violation whose purpose is to provide a deterrent effect and shock therapy so that other civil servants do not copy or do so. And also not to commit violations that are even heavier

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