

The Analysis of Discipline of Civil Servants on Agrarian Office in Makassar City

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Abstract—The purpose of this study is to provide an overview of the discipline of civil servants in the Agrarian Affair office at Makassar City. This research is quantitative research. There is two variable in the research namely discipline and the leadership in the organization. The researcher used a questionnaire and involved 30 respondents. The results showed that the discipline on the Agrarian Affair Office of Makassar City is in the very good category. There was a correlation between leadership and the discipline of a civil servant. The implications of this research will be the guidance of staff discipline at the Agrarian Affair Office of Makassar City will be maintained or further improved.

Keywords—guidance, the discipline of time, work discipline

I. INTRODUCTION

The success of a nation in carrying out its development is determined by the ability of civil servants to carry out their duties. Civil Servants have responsibility for operating the development processes in all sectors. Civil servants also the driving element of development progress. Consequently, they must be able to optimize their performance with their main tasks and functions.

Civil servants are people who work for the government or state are appointed through a mechanism of selection and placement. In carrying out its duties, civil servants must have high awareness and responsibility for their duties. Besides that, as civil servants, the civil servants must be honest and not cheat in carrying out their duties. In carrying out their duties, civil servants are required to be careful or thorough and obey the rules properly.

One factor of an organization that influences the performance of the civil servant is work discipline. This variable is the key to the sustainability of the organization. High work discipline is characterized by timeliness in employment and optimization of resource use. Discipline encourages the achievement of innovation which is characterized by three characters, namely 1) focusing on goals; 2) being able to define good work results, and 3) assessing what must be done and how it is done. According to Thomas Gordon that discipline is behavior and order according to rules and regulations, or behaviors derived from continuous training [1]. While Arvey et al. stated that the discipline of want is the implementation of management to strengthen organizational guidelines [2].

There are two types of discipline; the first type is the discipline of time. The discipline of time is the type of discipline which is most easily seen and controlled, both by

the management concerned or by the community. Regarding the discipline of working hours for example through a good attendance list system or ceremony system, can be monitored precisely and quickly. The public description of the presence or absence of civil servant discipline is reflected by discipline in working hours. This means that ordinary people think that working hours are followed by logic. However, in various observations, it seems that discipline in working time alone is not a guarantee of discipline in work or deeds. A person may be present on time, but he does not act immediately according to organizational requirements, doing something not related to the work description such as; but talks with co-workers, read newspapers that are not his job, speaks by telephone that is not in the interests of work this kind of behavior is intrinsically harmful to organizations and communities.

Indeed, to discipline working hours is relatively easy compared to discipline in work or deeds. In terms of supervision, discipline working hours easily known or supervised, while the work is not so. In many ways or efforts to discipline employees/workers that can be taken for example held the absence of 2-3 times a day, morning ceremony and afternoon ceremony and other ways often accompanied by administrative or financial sanctions. However, this business is only halfway, while the other half is the work of disciplining work. Secondly, Work discipline, work discipline in its implementation must always be monitored or supervised, besides it should have become the standard behavior of every worker in an organization. Monitoring and supervision are very important because there is a general tendency of humans to deviate, whether the deviation is just looking for convenience or seek personal gain. These two forms of perversion are equally harmful to the direct or indirect organization [3], [4].

On the other hand, the leadership of an organization greatly influences employee performance. Effective leadership will affect employees to work hard and produce a good performance. This work performance is closely related to employee discipline. This study describes work discipline and the influence of leadership on employee discipline at the Makassar Agrarian Office.

II. METHOD

This research is including quantitative research with the explanative purpose to explain the causal correlation of Civil Service Discipline as a variable at Makassar Land Office. The measurement of variables used questionnaire. The population of this research is all employees of Land

Affairs of Makassar City. Therefore the number of samples in this study is 30 people. Data collection techniques used in this study are questionnaires. Data analysis techniques used in this study are descriptive statistical analysis techniques and inferential statistical analysis techniques.

The descriptive technique describes the score of each indicator with the category in table 1.

TABLE I. SCORE OF VARIABLE

Score	Category
30 - 51	Very low
52 - 74	Low
75 - 98	High
99 - 120	Very High

III. RESULTS AND DISCUSSION

A. Description of Discipline of Civil Servant

The results showed that the discipline in figure 1.

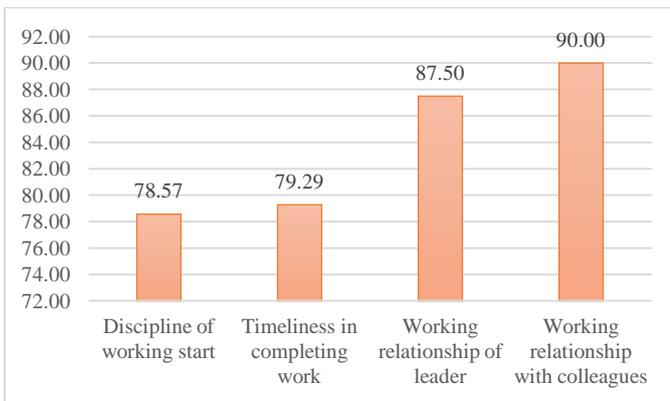


Fig. 1. Description of Discipline of a civil servant

The results of the values of the four disciplinary indicators are as follows;

1. The discipline of working start with a value of 78.57 or high category.
2. Timeliness in completing works with a value of 79.29 or high category
3. The working relationship of a leader with a value of 87.50 or high category
4. Working relationship with colleagues with a value of 90.00 or high category

The results of the analysis show that the discipline of civil servants in the high category is indicated by the timeliness of starting work and completing work. Also, civil servants also demonstrate the ability to communicate with leaders and work in teams. Description of

B. Leadership of organization

Description of leadership in an organization based on civil servant perception which is divided into four indicators illustrated in figure 2.

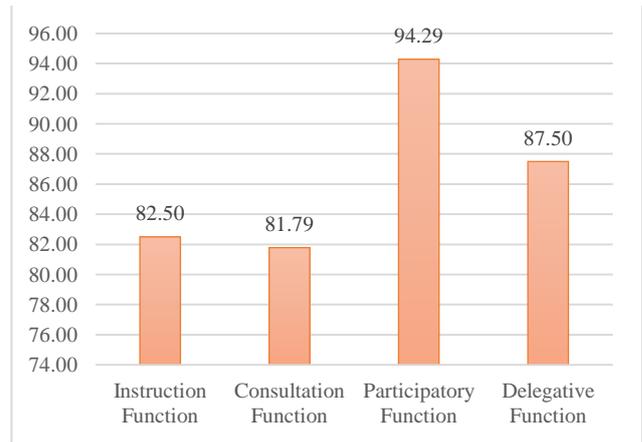


Fig. 2. Description of Leadership of organization

The results of the values of the four leading indicators are as follows;

1. Instruction function with a value of 82.50 or high category.
2. Consultation function with a value of 81.79 or high category.
3. Participatory function with a value of 94.29 or high category
4. Delegative function with a value of 87.50 or high category.

The results of the analysis show that the organizational leadership at the research location is highly valued by civil servants. The best leadership is shown by participatory function or the ability of the leader to move his subordinates.

C. The results of a simple regression test

Inference statistical analysis illustrates the influence of leadership on employee work discipline. The results of the analysis are shown in table 2.

TABLE II. COEFFICIENT DETERMINATION

Value of R	Value of R2	Adjusted R2	Std. The error of the Estimate
0.773 ^a	0.598	0.396	4.48144

Table 2 explains that the magnitude of the determination coefficient of 0.598, which implies that the influence of leadership variables on the discipline variable is 59.8%, while the rest is influenced by other variables.

Furthermore, the level of significance of the independent variable is expressed in table 3.

TABLE III. SIGNIFICANCE LEVEL

Result	Coefficient Regression	t	Sig.
Constant Coefficient	16.973	0.437	0.705
	0.773	1.723	0.227

Table 3 appears that the regression coefficient explains that every addition to 1 leadership value, the discipline value increases by 0.773. The results of the value of t arithmetic =

1.723 with a significant value of $0.227 > 0.05$, it can be interpreted that there is no significant effect (significant) leadership variable on the variance of discipline.

IV. DISCUSSION

The results of the study show that discipline in the Office of Agrarian Affairs in the City of Makassar is in a very good category. This indicates that the Head of the Makassar Agrarian Office has succeeded in building its employees. The Makassar Agrarian Affairs Office has shown that discipline training is very appropriate. Furthermore, public servants in the Agrarian Affairs Office generally have good technical skills in carrying out their work. With these skills, the employee can produce a good performance. As a matter of fact, at the research location, civil servants generally started work at 08.00 after a 15-minute briefing process by the leadership. Thus, the work discipline shown is in a good category.

This is by the results of previous studies which describe that work discipline is very influential on the work performance of members of the organization. With the ability to utilize resources optimally the results of work produced are also getting better [5], [6].

V. CONCLUSIONS

Based on the results of data analysis and discussion about the guidance of discipline civil servants in the city office of Makassar, the results of this study can be concluded as the disciplinary training at the Agrarian Affairs Office of Makassar is in the category very well in terms of aspects of time discipline and work discipline. The

implication in this research is to maintain the discipline of employees at the Agrarian Affairs Office of Makassar City to maintain the discipline of time and discipline of work and further enhanced.

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