



Intensification Of Civil Servant Work Discipline In The Public Works And Spatial Planning Service (PUPR)

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Abstract

The Public Works and Housing Agency of Pidie Regency is one of the agencies in Pidie Regency, one of its tasks is to guide Civil Servants to be more obedient and compliant with the disciplinary regulations that have been stipulated in the applicable laws and regulations so that the implementation of duties can be carried out in accordance with existing provisions. Civil Servant Development includes several things including the preparation and determination of needs, procurement, rank and position, and others. However, all of these aspects have not been implemented optimally because various constraints or inhibiting factors have been encountered. The purpose of the study was to determine the extent to which the intensification of Civil Servant discipline has been implemented at the Public Works and Housing Agency of Pidie Regency and what obstacles have been encountered. This study uses a descriptive method. To obtain data, it is necessary to conduct field and library research. All data obtained are processed and analyzed using a qualitative approach method. The results of the study indicate that the intensification of Civil Servant discipline at the Public Works and Housing Agency of Pidie Regency has not been implemented as it should because various inhibiting factors have been encountered. The obstacles encountered include, among others, the limited ability of employees to carry out the tasks assigned to them, and the lack of guidance provided by superiors to their subordinates.

Keywords : Work Discipline, Civil Servants, Public Works and Spatial Planning Agency (Pupr)

INTRODUCTION

Civil servants are elements of the state apparatus who carry out government and development duties in an effort to achieve the overall national development goals as intended in the Preamble to the 1945 Constitution, namely to protect all Indonesian people and all Indonesian blood and to advance the welfare of the nation's life and participate in implementing world order based on independence, eternal peace and social justice for all Indonesian people (Purwoko, 2018).

The smooth implementation of government duties and national development depends heavily on the perfection of the state apparatus. To achieve the national goals as intended above, it is necessary to have Civil Servants who have high morals and full loyalty and obedience to Pancasila, the 1945 Constitution, the State and the Government, as well as being united, having a good mentality, having authority, being efficient and effective, clean and high-quality, and being aware of their responsibilities as elements of the state apparatus (Ekhsan, 2019).

In an effort to realize these human resources, the Public Works and Spatial Planning (PUPR) Department of Pidie Regency needs to take steps to develop and educate in accordance with the career system and work performance system owned by the employees themselves. With the development carried out based on Article 55 of the Republic of Indonesia Law Number 5 of 2014 concerning the State Civil Apparatus which states that Civil Servant Management is directed to ensure the implementation of government and development tasks in an efficient and effective manner (Rahmawati & Frinaldi, 2021).

Based on the descriptions above, it can be said that human resource management is something that needs to be done continuously, starting from recruitment, appointment as an employee until the employee in question is retired, therefore with the aim of ensuring the implementation of tasks in the field of government and development in an efficient and effective manner and is able to carry out the tasks that have been assigned to him (Juniarti, Ahyani, & Ardiansyah, 2020).

The main objective of personnel management is an effort that must be made to obtain, maintain and develop employees towards pleasant work with satisfactory working conditions, how to utilize employees efficiently, supply employees in accountable quality and quantity. Employee development is based on the spirit that Civil Servants as citizens, state servants and public servants who are full of loyalty and devotion to Pancasila and the 1945 Constitution of the State and Government and are united, have a good mentality, are authoritative, efficient, clean, high quality and aware of the responsibility to carry out government and development tasks (Rahmayanti, Haryati, Miyono, & Safitri, 2021).

Employee development is a totality of activities that include planning, organizing, and utilizing employees so that they become employees who are able to carry out tasks according to their respective fields in order to achieve effective work performance. Employee planning is a very important stage in determining the quality and quantity of employees, in order to meet the needs of the organization for the present and the future. (Sihite, Moreta, Ginting, & Sekali, 2023).

The government places significant emphasis on improving a clean and authoritative government apparatus, given the crucial role of the civil service in administering government affairs and development tasks, and in achieving national goals. One aspect of this improvement effort is through thorough development of civil servants (S, Herlambang, & Cahyono, 2018).

The Government's policy on civil servant development is based on the experiences of civil servants in the past. Therefore, civil servant development is currently implemented consciously, in a planned, directed manner, and is essentially an educational effort, both formal and informal, to improve and develop individuals toward achieving organizational goals. Furthermore, it is hoped that this will increase knowledge and skills in accordance

with the talents and procedures contained in the development carried out. (Law of the Republic of Indonesia No. 5 of 2014 concerning ASN) (Farisi, Irnawati, & Fahmi, 2020).

Leadership is the art or technique, as well as the science of giving orders or suggestions, as well as understanding so that subordinates or other people understand it, and so that the power to invite, influence, and move so that it can run well and so that it works for the achievement of certain goals. The leader must be present in a group or an organization, so that the leader's existence can be recognized by members of the wider community through his leadership later (Nusran, Dammar, & Nasir, 2018)..

The emergence of leaders is a dynamic process that adapts to the needs and demands of society. Individuals become leaders for a variety of reasons. The ideal requirements for leadership are divided into two parts: basic requirements and supporting requirements. Basic requirements describe the dominant factors influencing a person's selection as a leader. These requirements include achievements and work experience, as well as a willingness to sacrifice wealth, family ties, and community activities. (S P. Siagian, 2014:74)

Additional requirements include attitude, personality, pioneering qualities, honesty, and education. Therefore, a leader is required to consistently participate in their group's activities. This is evident in the cultural value system of the community, which states that any risk is not an obstacle for a leader to carry out their duties. In other words, there is no excuse for a leader not to participate in group activities (Harahap & Tirtayasa, 2020)..

The attitude and behavior of leaders in leadership practice is based on communication and is the basis of respect for the leader to the people or society, which means that parents are respected, those who are equally respected and the young are loved, the goal for a leader is to respect those who are older than him, those of the same age are invited to participate in discussions and those who are younger are guided and led. The task of employees as implementing elements of every cooperative activity called administration is expected so that these tasks can run effectively and efficiently, so that all the equipment needed is adequate both regarding hardware and software, then by itself a leader can easily increase the work spirit of employees so that they can carry out tasks as stipulated in the applicable laws and regulations (Putri, Witri, & Fendrik, 2024).

It is also natural to expect that a civil servant will strictly comply with all applicable laws and regulations and display a full sense of responsibility for carrying out their assigned duties. Therefore, within an organization, many aspects require professional management, separate from other aspects (Oktafien & Yuniarsih, 2018).

Discipline is an attitude that demonstrates a willingness and readiness to obey, comply with, and fully support the provisions, regulations, laws, norms, or values that apply within an organization. With discipline, organizational activities or efforts can proceed in an orderly and smooth manner, thus facilitating the achievement of predetermined organizational goals (Silalahi, 2019).

Research purposes

This research was conducted by researchers with the aim of obtaining accurate data in the field, including:

1. To determine the extent to which the intensification of Civil Servant discipline has been implemented at the Public Works and Spatial Planning (PUPR) Department of Pidie Regency.

2. To find out what obstacles arise in Intensification of Civil Servant discipline at the Public Works and Spatial Planning (PUPR) Department of Pidie Regency.

Benefits of research

The benefits of conducting research include the following:

1. As input and information for the Public Works and Spatial Planning Agency (PUPR) of Pidie Regency in motivating its employees to improve discipline.
2. As input for the author in conducting research at the Public Works and Spatial Planning (PUPR) Department of Pidie Regency, to better understand employee motivation.

RESEARCH METHODS

In conducting the research, the author used a descriptive method, as written by Winarno Surachmat (2013:29) which is: "The descriptive method is to describe and interpret existing data, for example about the situation experienced in a relationship, activities, views that are visible or about a process that is taking place, abnormalities that are emerging, tendencies that are visible, sharp conflicts and so on." (Sugiana & Fadli, 2023).

RESEARCH RESULTS AND DISCUSSION

Before further elaborating on the intensification of Civil Servant discipline at the Public Works and Public Housing Agency (PUPR) of Pidie Regency, it is useful to first explain the condition of the employees as shown in the Ranking List. Based on the data obtained from the research results, it shows that the number of employees at the PUPR of Pidie Regency currently as Civil Servants is 146 people, each of which will be detailed in the following table.

Table 1. Condition of Employees of the Public Works and Public Housing Service of Pidie Regency Based on Gender

No.	Gender	Number (people)	of	Percentage %	Note
1	2	3	4	5	
1	Man	131	10.27	-	
2.	Woman	15	89.73	-	
	Amount	146	100	-	

Data Source: Pidie Regency PUPR Service, situation March 2021

Description: Reprocessed

From the data presented above, it can be concluded that the current situation of employees at the Pidie Regency PUPR Service is dominated by male employees. Next, the situation of employees at the Pidie Regency Education Service will be presented based on employee rank/group, this is stated in accordance with the data found in the Rank List (DUK) of employees at the Pidie Regency PUPR Service, which will be presented in the following table (Sudika, Dantes, & Natajaya, 2018):

Table 2. Condition of Employees of the Public Works and Public Housing Service of Pidie Regency in Terms of Rank/Group

No.	Rank/Group	Number people)	of	Percentage %	Note
1	2	3	4	5	
1.	IV	4	2.74	-	
2.	III	74	50.68	-	
3	II	61	41.78	-	
4.	I	7	4.79	-	
Amount		146	100	-	

Data Source: Pidie Regency PUPR Service, situation March 2021

By focusing on the data presented above, it can be said that more than fifty percent of employees of the Public Works and Public Housing Agency of Pidie Regency are still in rank or group III (*administrator*) (Saleh & Utomo, 2018). The following will also present the classification of the conditions of Civil Servants at the Pidie Regency Education Agency which is reviewed from the educational background of the employees, the data will be presented in the following table (Sudirman, Lie, Sherly, & Dharma, 2020):

Table 3. Employee Conditions at the Public Works and Public Housing Agency of Pidie Regency Based on Educational Background

No.	Level of education	Number people)	of	Percentage %	Note
1	2	3	4	5	
1.	Postgraduate	1	0.68	-	
2.	Bachelor	64	43.84	-	
3.	D-III	6	4.11	-	
4.	High School	62	42.47	-	
5.	Junior High School	8	5.48	-	
6	Elementary School	5	3.41	-	
Amount		146	100	-	

: Reprocessed

From the description above, it can be said that the level of education of Civil Servants at the Public Works and Housing Agency of Pidie Regency is dominated by employees with a bachelor's degree, and there are still employees with a high school (SLTA) and elementary school (SD) education background. As previously stated regarding aspects in the intensification of the implementation of Civil Servant disciplinary regulations at the Public Works and Housing Agency of Pidie Regency (Hustia, 2020).

Next, the conditions of Civil Servants at the PUPR Service of Pidie Regency will be presented, which will be presented in the following table (Prasetya, Pramono, & Martono, 2022):

As the data obtained from the results of field research shows that there are some Civil Servants at the PUPR Service of Pidie Regency who have participated in level training, this can be seen in the following table (Handayani, 2019):

Table 4. Grading Training Participated in by Civil Servants of the Public Works and Public Housing Service of Pidie Regency

No	Grading Level	Amount	Note
1	2	3	4
1	HEAD	5	
2	Peren. Eva.Performance	1	
	Pemb		
3	Pel.Tekn.Pekrs. Asphalt	1	
	Kont.Concrete Manj Project		
4	Manj Archiving Training	1	
5	Administration Workshop	1	
6	Functional Literacy Tutor	1	
7	Pelt.Penye. Sengkt	1	
	Kontruksi		
	Amount	11	

The warnings that have been given to several PUPR Department employees who violated disciplinary regulations, as per the data obtained, include:

Table 5. Warnings Given to Civil Servants of the Public Works and Public Housing Service of Pidie Regency

No	Description	Amount	Note:
1	2	3	4
1	Verbal Warning	1	-
2	Written warning	1	-
	Amount	2	-

Regarding the facilities and infrastructure/equipment owned by the Public Works and Public Housing Agency of Pidie Regency, as per the data obtained from the research results (Rahmawati & Frinaldi, 2021), there are relatively many so that the author cannot describe them one by one, therefore the author has attached the number and type of equipment in the appendix to this thesis (Prasetyo, Aliyyah, Syahrial, Nartasari, & Wibowo, 2021).

Personnel administration or human resource administration is an open system consisting of elements (components that are controlled towards targets in order to achieve optimal results (Yanti, Sabtohadi, & Saputra, 2023). The personnel administration system is part of state administration whose policies are determined by the goals to be achieved (Akib, Elpisah, & Fhareza, 2022).

The policy pattern depends on the form of government adopted by a country. As is well known, the personnel system has a broader meaning, relating not only to the employee recruitment system but also to planning, career development, control, and so on (Fahmi, Saluy, Safitri, Rivaldo, & Endri, 2022). Civil servant management policy encompasses several aspects, as previously mentioned, such as civil servant quality development, salary transfers, and others. (Sitopu, Sitinjak, & Marpaung, 2021).

All of this is determined uniformly with the hope of creating a uniform quality of civil servants throughout Indonesia and facilitating the implementation of personnel management, realizing uniform treatment and guaranteeing legal certainty for all existing civil servants (Efendi, Rifa'i, Bahrin, Milla, & Suharmi, 2020). The main objective of civil servant development, especially in discipline, is something that is done so that every employee can comply with disciplinary regulations and other regulations to be more effective, efficient and effective, so that a pleasant working atmosphere can be created, maintained and developed among employees, and maximum development for these employees (Putra, Lima Krisna, & Ali, 2021)..

Conclusion

The existence of employees who are elements of the state apparatus who carry out government and development duties in an effort to achieve the overall national development goals as intended in the Preamble to the 1945 Constitution, is to protect the entire Indonesian nation and all of Indonesia's territory and to advance the welfare of the nation's life and participate in implementing world order based on independence, eternal peace and social justice for all Indonesian people.

The smooth running of government and national development is highly dependent on the perfection of the state apparatus. To achieve the national goals as intended above, it is necessary to have human resources/employees who are highly dedicated and full of loyalty and obedience to Pancasila, the 1945 Constitution, the State and the Government, as well as being united, having a good mentality, being authoritative, being efficient and effective, being clean and of high quality, and being aware of their responsibilities as elements of the state apparatus. From the previous descriptions, several conclusions can be drawn, including:

1. Intensification of Civil Servant discipline at the Public Works and Public Housing Agency of Pidie Regency has not been implemented as it should due to various inhibiting factors.
2. The obstacles encountered include, among others, the limited ability of employees to carry out the tasks assigned to them, and the lack of guidance provided by superiors to their subordinates.

SUGGESTION

1. It is recommended that in order to improve employees' abilities in carrying out their duties, various motivations should be provided in an effort to improve work abilities.
2. Leaders should improve their guidance for their subordinates, especially in terms of providing them with opportunities for career development and giving them the opportunity to take part in job training.

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