The Discipline Of State Civil Apparatuses In Scope Of Regional Work Units In South Buru Regency

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Abstract: The position of ASN is very important in determining whether or not the mission of the government depends on the State Civil Apparatus in the administration of governance, Resource Management realizing national development goals. Based on the author’s observations, the quality of work and ASN work discipline in South Buru Regency, in general, is still relatively low, namely the level of discipline in entering work. ASN figures who are able to play that role are ASN that have competencies that are indicated from high competence, good performance and attitudes and behavior that are full of loyalty and obedience to the State, moral and mentality, professional, understood to be responsible as public servants as well able to become the glue of national unity. The implementation of Discipline Regulation of Civil Servants based on Government Regulation No. 53 of 2010 concerning Discipline of Civil Servants in the Civil Service Agency, Human Resource Development in South Buru Regency has been implemented in accordance with applicable regulations. However, at the time the licensing was not optimal because there were still many ASN Employees in the licensing of BKPSDM in South Buru Regency who were still in violation of discipline.

Keywords: Discipline, Buru Regency, Apparatus, State

1. INTRODUCTION

As we know the position and role of the State Civil Apparatus, to organize government and development in the context of efforts to achieve national goals. The smooth implementation of tasks and national development is highly dependent on the perfection of the State apparatus especially the Civil Servants[1]. Therefore, in order to achieve the goal of national development which is to realize a civil society that is law-abiding, democratic, prosperous, just and moral, civil servants are required as elements of the State apparatus who serve as public servants who must provide services in a fair and equitable manner to the people with based on loyalty to Pancasila and the 1945 Constitution of the Unitary State of the Republic of Indonesia. State or abbreviated State Apparatus (ASN) as the main element of human resources that has a role in the success of governance and development. This is that ASN becomes the foundation in the implementation of government in accordance with their respective duties and functions[2].

The Regional Work Unit (SKPD) is one of the important elements that spearhead the government, ideally in carrying out services to the community must be in accordance with the rules of good and clean governance where both all elements including employees must carry out their duties and its function well and cleanly so that the services obtained by the community can be in accordance with the expected service quality. In addition, the existence of SKPD as a government tool in realizing regional and national goals. The ineffectiveness of services greatly affects the progress of an area or country[3].

Good service is a benchmark for the effectiveness of ASN employee performance. Each agency expects its employees to be able to carry out their duties effectively, efficiently and professionally and have the competitiveness to produce community services in accordance with the wishes of the community.

Based on the author’s observations, the quality of work and ASN’s work discipline in the South Buru Regency, in general, is still relatively low, namely the lack of discipline in entering work. The ASN who is able to play that role is the ASN that has the competence indicated by high discipline, good performance and attitude and behavior that is full of loyalty and obedience to the State, moral and good mentality, professional, aware of its responsibilities as a public servant and be able to become the glue of national unity. Employees who do not comply with discipline will get sanctions in accordance with disciplinary action by employees, starting with verbal reprimands, written warnings until termination. Problems that are always faced in general are still lacking in discipline rules so that it can hamper smooth work[4]. The State Civil Apparatus should be a role model for the community so that the community can believe in the role of the ASN. Government Regulation No. 53 of 2010 concerning the Discipline of Civil Servants, to realize a clean and authoritative government must be preceded by the implementation of the discipline of ASN in the South Buru Regency, especially for ASN. Implementation should be part of the main objective in all SKPD. If implemented properly, it can improve work discipline, job satisfaction, and employee performance. Implementation of discipline will make all those involved in the organization able to walk according to predetermined rules. Efforts to improve the discipline of Civil Servants as government apparatuses and public servants are expected to be ready to carry out the tasks that have become their responsibilities properly, but the reality that occurs within the scope of South Buru Regency is still committing disciplinary violations that cause the ineffective performance of the relevant employees.

2 LITERATURE REVIEW

2.1 Theory of Authority

In the legal science literature often found the terms power, authority, and authority. Power is often equated with authority and power is often exchanged with the term authority, and vice versa. Even authority is often equated with authority. Power usually takes the form of a relationship in the sense that "there...
is one party that rules and the other party is ruled" (the rule and the ruled). Conceptually, the term authority or authority is often equated with the Dutch term "bevoegdheid" (which means authority or authority). Authority is a very important part of the Constitutional Law because the new government can carry out its functions on the basis of the authority it obtains[5]. Based on the above understanding, there can be a power that is not related to law. The power that is not related to law by Henc van Maarseven is called a "blote match"[6]. While the power related to law by Max Weber is referred to as rational or legal authority, that is, authority based on a legal system is understood as rules that have been recognized and obeyed by the community and even strengthened by the State. Power is the core of the administration of the State so that the State is in a state of movement (de staat in beweging) so that the State can take part, work, have the capacity, excel and perform to serve its citizens, therefore the State must be given power. Power according to Miriam Budiarjo is the ability of a person or group of people to influence the behavior of a person or other group in such a way that the behavior is in accordance with the desires and goals of the person or country. For power to be exercised, authorities or organs are needed so that the State is conceptualized as a set of positions (een ambten complex) in which positions are filled by a number of officials who support certain rights and obligations based on the construction of subjects. Thus power has two aspects, namely political aspects and legal aspects, whereas authority is only a legal perspective. That is, the power can be sourced from the constitution, can also be sourced from outside the constitution (unconstitutional), for example through a coup or war, while the authority clearly comes from the constitution. Authority is often equated with the term authority. The term authority is used in the form of nouns and is often equated with the term "bevoegdheid" in Dutch legal terms.

2.2 Understanding of State Civil Apparatus
State Civil Apparatus, hereinafter abbreviated ASN, is a profession for civil servants and government employees with work agreements that work for government agencies. Civil Service Personnel, hereinafter referred to as ASN Employees, are civil servants and government employees with work agreements appointed by official development officers and entrusted with duties in a government position or assigned to other state duties and are paid based on statutory regulations. Civil Servants, According to the Big Indonesian Dictionary, Understanding Employees means people who work in the government (companies and so on), while Negeri means the state or government, so Civil Servants are people who work in the Government or the State. (W.J.S. Poerwadarminta, 1986; 20). Coaching is an action, process, result, and statement for the better. Coaching shows the progress, improvement, change, the evolution of various possibilities, development or improvement of something[7]. The above understanding contains two meanings, including: First, that coaching itself can be in the form of actions, processes or statements of a goal. Second, coaching can show improvements in something. Another understanding put forward by Satjipto Rahardjo is that coaching in human resource management is an effort to increase potential and competence through formal and informal education. Coaching according to the above understanding, aims to explore the potential and competence of employees. Employee potential and competence need to be fostered in order to improve work quality. Employee coaching can be interpreted as a policy so that the company (organization) has employees who are reliable and ready to face challenges. Activities in coaching carried out include the formation of loyal mental attitudes, increased skills and abilities in carrying out organizational tasks. The coaching plan must be related to the reward system so that employees are eager to serve and be loyal to the organization. Coaching is given a narrow limit, namely efforts to improve the skills and skills of employees through education and training[8]. The term coaching in personnel administration is given a broad understanding, covering various elements of activities such as career development, transfer, education, and training, to welfare beyond salary. Coaching in the context of staffing administration discussion, employee coaching is defined as the process of forming the employee figure desired by the organization.

3 METHOD
The type of research used by the author is empirical juridical research is a type of research that combines secondary data legal materials with primary data obtained directly from the field. The location of the research that the author set at the Office of Personnel and Human Resources of South Buru Regency, because of the results of information obtained from the authorized institutions in the implementation of the Discipline of the State Civil Apparatus in South Buru Regency has not been well implemented.

4 RESULT
Discipline is very important for organizational growth, used primarily to motivate employees to be able to discipline themselves in carrying out work, both individually and in groups. Besides that, discipline is useful in educating employees to obey and enjoy the rules, procedures, and policies that can produce a good performance. In order to improve the image and performance of a government agency in the direction of professionalism and support the creation of good governance, it is necessary to discipline employees[9]. Disciplining of employees is the most important thing, bearing in mind that the administration and development implementation depends on the performance of civil servants. Therefore discipline must always be instilled in every employee. The better employee discipline, the higher work productivity can be achieved. Good discipline will reflect the magnitude of the employee's sense of responsibility in optimizing his duties and functions and can provide good service to the community[10]. Therefore, every superior always tries so that their subordinates have good discipline, with the discipline of employees will guarantee the maintenance of discipline and the smooth implementation of duties. The basis for carrying out the discipline of civil servants is contained in Article 86 of Law No. 5 of 2014 concerning State Civil Apparatus, namely: To ensure the maintenance of order and the smooth implementation of duties, PNS must comply with PNS discipline; The government's intention is to carry out discipline enforcement towards civil servants and carry out various efforts to improve discipline; Civil servants who commit disciplinary violations are disciplined; Further provisions regarding discipline as paragraph (1), paragraph (2) and paragraph (3) are regulated by Government Regulation. Government Regulation as mandated in paragraph (4) above is Government Regulation No. 53 of 2010 concerning Discipline of Civil Servants which contains obligations,
prohibitions, and disciplinary punishments that can be imposed on civil servants who have been proven to have committed violations. The disciplinary punishment is intended to foster civil servants who have committed violations so that those concerned have an attitude of regret and try not to repeat and improve themselves in the future. Based on Article 1 paragraph (1) Government Regulation No. 53 of 2010, the Discipline of Civil Servants is the ability of Civil Servants to obey obligations and avoid prohibitions specified in legislation and/or official regulations which if not obeyed or violated are disciplined. So the benchmark in enforcing the rules of the discipline of Civil Servants is to obey the obligations and avoid the prohibitions that have been set in the laws and regulations. Implementation of employee discipline in the South Buru Regency has been carried out in accordance with the provisions governing employee discipline, but there are still some employees who do not comply with the regulations applied. For example, being late in entering the office and leaving work during working hours resulting in employee discipline not being fully carried out optimally. With the awareness in implementing office rules that are realized in high discipline, work productivity will be easily achieved, the main factor to achieve high work productivity is the implementation of employee discipline, because it is one of the determining factors for success and progress in achieving organizational goals. The factors of implementing employee work discipline in the South Buru Regency are coming from the employees themselves, for example, employees come to the office in an orderly, orderly and timely manner so that work discipline can take place well. Dress neatly in the workplace, by dressing neatly in the workplace, the work atmosphere will feel comfortable and confident in work will be high. Use office equipment with caution, caution in using office supplies so damage resulting from losses can be prevented. Having a high responsibility, with responsibility for all their duties shows good work discipline[11]. The implementation of employee discipline is implemented in South Buru Regency using self-imposed discipline which is the implementation of discipline arising from an employee on the basis of exemplary awareness, but in reality, there are still some employees who are caused by outside encouragement. This resulted in various deviations and violations that occurred. So that there is a need for facilities to provide guidance for employees, this can be through giving sanctions or penalties to employees who commit disciplinary violations in accordance with Government Regulation Number 53 Year 2010 concerning Discipline of Civil Servants, with the existence of these regulations employees are able to realize discipline properly so that they can be creating a work atmosphere that is calm and conducive to increasing work productivity. In accordance with the results of interviews conducted by the author on November 13, 2018 with Mr. A.M. Laitupa as Head of the Human Resources Development and Human Resources Development Agency (BKPSDM) of South Buru Regency, he explained about the Implementation in the scope of BKPSDM in South Buru Regency, which was carried out by: Providing sanctions to ASN in violation of Discipline. This implementation is carried out so that the management of professional staffing in order to improve employee performance can be achieved and based on the results of interviews the sanction is in accordance with procedures in Government Regulation No. 53 of 2010 concerning civil servant discipline. With disciplinary penalties for employees who violate discipline in accordance with Article 7 of Government Regulation Number 53 of 2010 concerning civil servant discipline, namely mild disciplinary penalties, moderate disciplinary penalties and severe disciplinary penalties, the implementation of ASN employee discipline in the regional work unit’s lineup in the District South Buru will go well. If an ASN employee who is disciplined is given an objection to the sentence given, the ASN employee concerned can submit an objection to the disciplinary sentence. Improve Employee Discipline with Finger Print. The discipline of employee apparatus as a government organizer, of course greatly affects the quality of the performance of a government, even this discipline can be said to be one of the important indicators in measuring the success of local government administration. Of course, in this case, the same thing happened in South Buru Regency who wants the creation of a good work culture. It must be realized that if you want to enforce discipline it must start from yourself. In addition, what must be taken into account is that from the beginning those who started to uphold discipline would surely find challenges from those who shared the importance of discipline to be upheld. because enforcement of the discipline will have implications for an attitude of life[12]. Carry out Rewards and Punishment. To Improve Employee Performance in Any Country and any form of government always requires public services. Public service is a must for the State or government to serve its citizens. Public services cannot be easily done, in fact, many countries fail to provide good public services for their citizens. The failure and success of public service can be determined by a public service. Careful preparation to change the service activities that will be followed by good implementation. From good implementation, it will get good results if it is followed by the consistent performance of a collaboration. The author believes the Discipline of employees in South Buru Regency Especially in the Human Resources Development and Human Resources Development Agency (BKPSDM) can be categorized quite well because the application of the Awarding program for Civil Servants who are deemed capable and achievers in their fields and provides Penalties for ASN that violates the rules and or or code of ethics of Civil Servants. Provide supervision attached to the State Civil Apparatus. In this study it was found that in addition to providing rewards and punishment as well as supervision, efforts made by the Head of BKPSDM South Buru Regency in moving employees to work together in achieving organizational goals, including by involving employees in the decision making process, solving and solving looking for solutions to all problems that arise in organizational life, creating and maintaining family, togetherness, and cooperation in organizational life. Motivate employees by paying attention to the desires, hopes, needs, and needs of employees that are tailored to the capabilities of the organization, and provide opportunities for employees to gain new knowledge and knowledge and explore new skills[13]. In fact, there are also efforts made by BKPSDM South Buru Regency to improve the ability and professionalism of its employees is to provide opportunities for employees to attend education and training programs. According to Mr. Andarias Lorens Solissa as Head of Public Relations of BKPSDM in South Buru Regency said that in the implementation of the discipline of the state civil apparatus within the scope of regional work units in South Buru District carried out in a manner or in accordance with applicable laws, namely: Carry out inherent supervision as an effort preventive supervision, to prevent things that violate
discipline by way of direct supervision of the leadership above him. Functional supervision is supervision carried out by the internal functional supervisory apparatus which is carried out on the implementation of staffing duties. Supervision is carried out by conducting a general inspection carrying out the inspection of all fields of work. Perform a special inspection that is checking if deviations occur or despicable acts of ASN. Inherent supervision is intended so that the objectives and targets of government administrative activities can be achieved efficiently and effectively and carried out in accordance with their respective fields. Apart from that, an examination is one of the forms of supervision by observing, recording, investigating and examining carefully and reviewing all information relating to the discipline of civil servants. Furthermore, according to him to further improve employee discipline in the South Buru regency, attendance is also important, therefore in the implementation of ASN attendance in the South Buru Regency BKPSDM is held twice, namely the morning which is held at 07.30 WIT and during the daytime carried out at 14:00 CET, and on Mondays absentee at 07.00 CET to carry out the morning apple.

5 DISCUSSION
Discipline is one important factor for the creation of professional Civil Servants (PNS) in carrying out their functions, duties, and obligations, as well as for the realization of a higher quality of government. For the government apparatus, discipline includes elements of obedience, loyalty, sincerity in carrying out the duties and ability to sacrifice. This means we must sacrifice our personal and group interests for the benefit of the state and society. In carrying out their daily tasks they must be able to control themselves so that the rhythm and working atmosphere 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[14][15]. The occurrence of a violation of civil servant discipline is inseparable from the background of carrying out these actions, there is an element of lack of awareness and obedience to regulations as well as taking lightly all existing enforcement action efforts. Enforcement of discipline is the key to overcoming all violations of PNS discipline that occur. The implementation of civil servant discipline is based on Government Regulation No. 53 of 2010 concerning the Discipline of Civil Servants. The implementation of the discipline of civil servants is inseparable from the factors that influence enforcement efforts. Rules are important tools in the actions and deeds of people. The more advanced and plural society is the greater the role of rules and it can be said that people cannot live properly and calmly without rules. Because the role of such rules is large in social life, rules must be made, obeyed and monitored so that they can achieve the objectives in accordance with the objectives of their formation. The enforcement of the discipline of Civil Servants will not take place smoothly and in an orderly manner (good) without the existence of a means or facilities that support it. Facilities include educated human resources[16], good organization, adequate equipment, and sufficient finance[17]. If these things are not fulfilled, then it is impossible the purpose of upholding the work discipline of Civil Servants will be achieved properly or in accordance with expectations. Although legal factors, law enforcement officers and community legal awareness (PNS) have been able to be fulfilled well, if the facilities are inadequate, there will be no realization of good discipline. Speaking of appreciation, in essence, many terms that are relevant to these meanings include; rewards[18], incentives, prizes, and others. According to Siswanto Satrohadwirya that the award is in return for the services provided by the company to the workers because the workers have contributed energy and thoughts for the progress of the company in order to achieve the goals set[19]. A budget is a plan that is arranged systematically in the form of numbers and is expressed in monetary units that cover all of the company's activities for a certain period of time in the future. Because plans are arranged in the form of monetary units, the budget is often referred to as a financial plan.

6 CONCLUSION
The implementation of the Discipline Regulation of Civil Servants based on Government Regulation Number 53 the Year 2010 concerning Discipline of Civil Servants in the Human Resources Development Agency (BKPSDM) of South Buru Regency has been implemented since the regulation was enacted. But in reality, the regulation has not been implemented optimally because there are still many ASN Employees in the scope of BKPSDM South Buru Regency who is still violating discipline. The leadership of BKPSDM in the South Buru Regency has a big role in the implementation of Government Regulation No. 53 of 2010 concerning the Discipline of Civil Servants, especially in increasing employee discipline towards working hours. The factors that influence the implementation of the discipline of the State Civil Apparatus within the scope of the Human Resources and Human Resources Development Agency (BKPSDM) in South Buru Regency are divided into 2 (two) things, First; Supporting Factors are regulatory factors (legal substance), facilities and infrastructure, and the awarding of Civil Servants. Second; Inhibiting factors are self-awareness of Civil Servant and budget factors.

REFERENCES


