

## **INTENSIFICATION OF CIVIL SERVANTS WORK DISCIPLINE AT THE SERVICES PUBLIC WORKS AND SPATIAL PLANNING PIDIE DISTRICT**

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### **ABSTRACT**

One of the tasks of the Public Works and Spatial Planning Office in Pidie Regency is to provide guidance for Civil Servants should abide by the set workplace norms and regulations so that their responsibilities can be carried out correctly in compliance with the relevant laws and regulations. The development of civil servants includes several things including the preparation and determination of needs, procurement, ranks and positions, and others. However, when viewed from all aspects, it has not been implemented optimally because various inhibiting factors were encountered. The purpose of this research is to find out how far the intensification of civil servant discipline has been carried out at the Public Works and Spatial Planning Office of Pidie Regency and what obstacles it encounters. This study used descriptive qualitative method. To obtain data and need to do field research and literature. All data obtained and processed and analyzed using a qualitative approach. The results showed that the intensification of civil servant discipline at the Public Works

and Spatial Planning Office of Pidie Regency had not been carried out properly due to various inhibiting factors. The obstacles encountered include the limited ability of employees to carry out the tasks that have been assigned to them, the lack of guidance carried out by superiors to their subordinates. It is recommended to improve the ability of employees in carrying out their duties and need to be given various motivations in an effort to improve performance abilities.

**Keywords:** "Intensification1", Work Discipline2", "Civil Servants3"

### **INTRODUCTION**

In order to achieve the overall national development goals as intended in the Preamble to the 1945 Constitution, which is to protect the entire Indonesian nation and its entire homeland as well as to promote the welfare of the nation's life and participate in maintaining order, civil servants are components of the state apparatus that carry out governmental and development tasks. a society built on liberty, unending peace, and social fairness for all Indonesians. The effectiveness of the state apparatus is crucial for the efficient discharge of governmental obligations and for the advancement of the nation. It is essential to have civil servants with good morals who are devoted to Pancasila, the 1945 Constitution, and who are obedient to it in order to accomplish the national goals outlined above.

The Pidie Regency Public Works and Spatial Planning Office must implement coaching and education measures in accordance with the career system and job performance system owned by the employee himself in order to materialize these human resources. The direction given is based on Article 55 of Law No. 5 of 2014 of the Republic of Indonesia about State Civil Apparatus, which stipulates that "the Management of Civil Servants is directed to ensure the efficient and effective implementation of government and development duties." According to the descriptions given above, it can be concluded that human resource management must be done continually from employee recruiting and appointment through retirement.

The main objective of personnel management is an effort that must be made to obtain, maintain and foster employees towards pleasant work with satisfactory work conditions, how to use employees effectively and efficiently, placing employees in quality and quantity that can be accounted for. Employee development is based on the spirit of civil servants and public servants who are full of loyalty and dedication

to Pancasila and the 1945 Constitution, and are united, have good mentality, are authoritative, efficient and of good quality and are aware of the responsibility to carry out

Government and development tasks. Employee development is the totality of activities that include planning, arrangements 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 to determine the quality and quantity of employees to meet the needs of the organization for the present and the future. (Musaneef, 2016: 43).

Given how crucial the role of the government apparatus is in the administration of government affairs and development tasks in accomplishing national goals, the government pays close attention to measures to strengthen the clean, transparent, and authoritative government machinery. Educating Civil Servants is one part of the endeavor to implement these improvements. The government's strategy of supporting civil servants' efforts is based on the lessons learned by civil servants in the past. Because of this, when the development of Civil Servants has been carried out intentionally, a directed plan and is essentially an effort of formal and non-formal education in order to improve and develop itself towards the attainment of organizational goals. Additionally, it is anticipated that knowledge and skills will advance in accordance with the aptitudes and methods outlined in the coaching activities. (Law No. 5 of 2014 of the Republic of Indonesia about State Civil Apparatus)

Leadership is an art or technique, as well as a science in giving orders or suggestions and understandings so that they are understood by subordinates or other people, and so that power invites, influences, moves so that it can run well and to do it for the achievement of certain goals. The leader must be in a group or an organization, so that the existence of the leader can be known by members of the wider community in his leadership later. (Manullang, 2013: 56). The emergence of a leader is a dynamic process in accordance with the needs and demands of society. A person becomes a leader for a variety of reasons. The ideal requirements for leaders are divided into two parts, namely the basic requirements and supporting conditions. (SP. Siagian, 2014: 74). Complementary requirements include attitude, personality, pioneer, honest and educated. A leader is required to always participate in group activities, this is evident in the cultural value system of the community that any risk that occurs is not an obstacle for the leader to carry out his duties. In other words, there is no reason for the leader not to participate in group activities. The attitude and behavior of the leader in the practice of leadership 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 those who are small are loved, the goal for a leader must respect people who are older than him, who The same age is invited to participate in the negotiations and the younger ones are guided and guided.

By itself, a Civil Servant truly complies with all applicable provisions or legislation and is full of responsibility for the implementation of the duties he carries out. In an organization requires professional management In a person, discipline is an attitude that shows his desire and willingness to obey, comply and fully support the provisions, regulations, laws, norms or values that apply in an organization. With the implementation of employee work discipline, an activity or business within the organization can run in an orderly manner so that it can facilitate the achievement of predetermined goals in an organization.

## **LITERATURE REVIEW**

Regulations or legislation is a means to an end, not just a word that has no meaning and is ignored without being obeyed. In achieving a certain goal, each regulation must be strictly obeyed by each individual who is the object of the regulation. Obedience to existing laws and regulations is called discipline. In an organization discipline is needed so that there is no negligence or waste in carrying out a job. In the Big Indonesian Dictionary (2013: 435), it explains that discipline is obedience or obedience to rules and regulations and so on. According to the origin of the word, discipline comes from the word discipline, which means training or education in decency and spirituality and development of character. Discipline is a state of order in which people who join an organization are happy to abide by existing rules.

Gordon S. Watkins, quoted by Moenir (2012: 94), explains discipline as a state or attitude that exists among all members of the organization who are subject to and obey the rules of the organization. Discipline is a form of obedience to the rules both written and unwritten that have been set. In carrying out the work duties, discipline consists of two types of discipline, namely time discipline and action discipline. The two types of discipline are a unity that cannot be separated and influence each other. Time discipline without work discipline is meaningless, that is. If the results are inconsistent with organizational policy. On the other hand, work discipline without time discipline is useless. Therefore, discipline cannot come in two halves, but must be both at the same time.

In general, good discipline is demonstrated by employees who come to the office or workplace organization regularly and on time, dress politely for work. For the productivity activities of the business or organization to run smoothly to achieve an expected goal, the workforce must develop work discipline which is a management function in all hierarchies of the workforce, business or organization. The continuous development of work discipline is carried out by management so that workers are motivated to take disciplinary action, not because of sanctions, but are encouraged to be disciplined that may arise for themselves and the environment in a business or organization.

According to Handoko (2012: 208), discipline suggests an activity - managerial activities to implement organizational norms. Meanwhile, Anoraga (2012: 46) argues that discipline is an attitude, an act of always obeying the rules, where there are two related factors, for example, the time factor and the action factor. Sastrohadiwijo (2012: 291) argues that discipline means an understanding in which an attitude of respect, obedience and obedience to existing rules, both written and unwritten, is able to perform one's duties and not to evade them and also to receive sanctions if he breaks the rules. duties and powers assigned to him by his superiors.

According to the opinion expressed by Sondang. P. Siagian (2014: 305), the form of discipline which is divided into two kinds, namely:

1. Preventive Discipline .
2. Corrective Discipline.

Meanwhile, according to Handoko (2012: 210), in detail, it can be divided into three forms of discipline, namely:

1. Preventive Discipline, namely activities carried out to encourage employees to follow various standards and rules where these regulations must be adhered to so that various irregularities can be prevented and targets can be achieved properly. The main goal is to encourage self-discipline of the employees themselves in this way employees maintain their self-discipline not merely forced by the management,
2. Corrective Discipline, namely activities taken to deal with violations of the rules and try to avoid further violations. These corrective actions are often a form of punishment and are called disciplinary measures. For example, discipline usually takes the form of warnings,
3. Progressive Discipline, disciplinary policy means giving heavier penalties for repeated violations and perhaps management to help employees correct mistakes. An example of progressive discipline is as follows:
  - a. Verbal warning by provider,
  - b. Written warning with a note in the personnel file,
  - c. Suspension from work from one to three days,
  - d. Suspension of one week or longer,
  - e. Demoted and also fired.

In Article 1 No. 2 of the Law of the Republic of Indonesia No. 5 of 2014 on the Civil Government Apparatus, "Employees" means employees of the Civil Government Apparatus, abbreviated as State Civil Apparatus, are civil servants and government employees with employment contracts. appointed by the official of the Civil Service Supervisor and charged with duties in a government position or charged with other government functions, and shall be remunerated in accordance with applicable laws and regulations. According to Soewarno Handyaningrat (2013:49), civil servants are defined as "civil servants are elements of the state apparatus, state employees and officials who, with loyalty and obedience to Pancasila, the Constitution of 1945, to the state and government, organize government and development. Tasks.

The definition of Civil Servants according to the opinion above shows that employees are state servants and public servants who have a sense of loyalty to Pancasila and the 1945 Constitution. Principally, the implementation of government duties is based on applicable penalties. The purpose of national development is essentially to be able to prosper the community or prosper the community and advance national development as a whole and also what you want to achieve in realizing a complete Indonesian human being, therefore the existence and role of Civil Servants in carrying out or realizing where the tasks. The government's task in improving national development is a shared responsibility and is very important for future progress.

Definition of Civil Servant or personnel management in accordance with the opinion of Ec. Alex S. Nitisemito (2012: 10), in his book entitled personnel management, namely "A science and art to carry out, among others, planning, organizing, monitoring and evaluating so that the effectiveness and efficiency of personnel can be increased to the maximum extent to achieve the goals that have been set". From the above opinion, it can be concluded that Civil Servants are elements of the state apparatus and public servants who are tasked with providing services to the community, they are people who have been appointed by authorized officials and then paid according to predetermined provisions.

## **METHODS**

This research is a descriptive research with a qualitative approach. According to Sugiyono (2016: 9) qualitative descriptive method is a research method based on the philosophy of postpositivism used to examine the condition of natural objects (as opposed to experiments) where the researcher is the key instrument of data collection techniques carried out by triangulation (combined), data analysis is inductive/qualitative, and the results of qualitative research emphasize meaning rather than generalizations. Qualitative descriptive research aims to describe, describe, explain, explain and answer in more detail the problems to be studied by studying as much as possible an individual, a group or an event.

## **RESULTS AND DISCUSSION**

### **1. Intensification of Civil Servant Discipline at the Pidie Regency Public Works and Spatial Planning Service**

Before going into the intensification of the discipline of civil servants at the Pidie Department of Public Works and Territorial Planning, it is good to first describe the situation of employees according to the ranking data. Based on the data obtained from the results of the study, it appears that the number of civil servants of the National Office of Public Works and Territorial Planning of the Pidie Regency currently amounts to 146 people, each of whom is detailed in the following table:

Tabel 1. The State of the Public Works and Spatial Planning Service Employees in Pidie the Regency.

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

Data Source : Pidie Regency Public Works and Spatial Planning Office, March 2022

Note : Reprocessed

From the data that has been stated above, it can be concluded that the state of the employees of the Public Works and Spatial Planning Office of Pidie Regency is currently more dominated by male employees. Furthermore, the situation of employees at the Pidie Regency Service will be presented which is reviewed based on the rank/class of employees, this is stated in accordance with the data found in the Rank List of employees of the Pidie Regency Public Works and Spatial Planning which will be presented in the following table:

**Table 2. The Situation of the Public Works and Spatial Planning Officers of Pidie Regency in terms of**

No.	Rank/Class	Number of people)	Percentage %	Ket
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 District PUPR Service, March 2022

Description : Reprocessed

By focusing on the data that has been stated above, it can be said that more than fifty percent of the employees of the Pidie Regency PUPR Service are still in rank or class III (stylist). The following will also present the classification of the condition of Civil Servants at the Pidie District Education Office in terms of the educational background possessed by employees, the data will be presented in the following table:

**Table 3. Condition of Employees at the Pidie Regency Public Works and Spatial Planning Service  
Based on Educational Background**

No.	Level of education	Number of people)	Percentage %	Ket
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	Junior School	5	3.41	-
	Amount	146	100	-

Data Source : Pidie Regency Public Works and Spatial Planning Office, March 2022

Note : Reprocessed

From the description above, it can be said that the education level of Civil Servants at the Public Works and Spatial Planning Office of Pidie Regency is more dominated by employees with a bachelor's education background, and there are still employees with an education background of Senior High School and Elementary School. As previously stated, it relates to aspects of the intensification of the implementation of civil servant disciplinary regulations at the Pidie Regency Public Works and Spatial Planning Service.

Furthermore, the state of Civil Servants at the Public Works and Spatial Planning Service of Pidie Regency will be presented in a table as the data obtained from the results of field research shows that there are some Civil Servants at the Pidie Regency Public Works and Spatial Layout Office who have attended tiering training this can be seen in the following table:

**Table 4. Leveling Exercises That Civil Servants Have Participated in the Public Works Service and  
Spatial Planning for Pidie District**

No	Level Level	Amount	Ket
1	2	3	4
1	HEAD	5	
2	Palanning, Evaluation, Performance Develoment	1	
3	Technical Training, Ashphalt Hearkening, Concrete Project Mangement	1	
4	Archive Management Training	1	
5	Administration Workshop	1	
6	Functional Literacy Tutor	1	
7	Dicpute Management Training	1	
Amount		11	

Data Source : Pidie Regency Public Works and Spatial Planning Office, March 2022

Note : Reprocessed

Warnings that have been given to several employees of the Department of Public Works and Spatial Planning who violate disciplinary regulations as the data obtained include:

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

No	Description	Amount	Ket.
1	2	3	4
1	Oral Reprimand	1	-
2	Written reprimand	1	-
Amount		2	-

Data Source : Pidie Regency PUPR Service, the situation in March 2021

Description : Reprocessed

## 2. Some Obstacles Encountered

Each implementation of the activity program is planned in advance, so that the program is maximally successful, qualified and satisfying. In the implementation of disciplinary regulations for Civil Servants at the Public Works and Spatial Planning Office of Pidie Regency, it is also arranged in the form of a program for career development for employees to be more efficient and effective. However, in this case the preparation of the program

encountered various factors that became obstacles in carrying out the program activities so that it had not been carried out as expected. These barriers include the following:

1. Limited ability of employees to carry out the tasks assigned to them Lack of coaching
2. carried out by superiors to their subordinates.

## CONCLUSION

The existence of employees who are part of the state apparatus who perform their administrative and developmental functions in an effort to achieve the general objectives of national development as stipulated in the preamble of the 1945 Constitution is of nation and the entire homeland of Indonesia and to promote the welfare of the life of the nation and participate in the realization of a world order based on independence, eternal peace and justice. for all Indonesians.

The proper functioning of government and national development largely depend on the perfection of the state apparatus. In order to achieve the national objectives referred to above, it is necessary to have highly dedicated staff/employees who are full of loyalty and obedience to Pancasila, the 1945 Constitution,

the State and the Government and who are united, have a good mentality, are authoritative, efficient, effective, clean and of high quality, aware of their responsibilities as a public servant

Apparatus. From the previous description, several conclusions can be drawn, including:

1. Discipline intensification of Civil Servants at the Public Works and Spatial Planning Office of Pidie Regency has not been carried out properly due to various inhibiting factors.
2. The obstacles encountered include, among others, the limited ability of employees to carry out the tasks that have been assigned to them, the lack of guidance carried out by superiors to their subordinates.

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