

## Internal factors in the discipline policy of civil apparatus in the Regency government of Gunung Mas Central Kalimantan Province

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**Abstract:** Civil servants have a role in determining the success of governance and development. The figure of the civil servant is a civil servant who has a high discipline, good performance and his attitude and behavior filled with loyalty and adherence to the State, moral and mentally good, professional, aware of his responsibilities as public servants. The research method uses a qualitative approach with the case study variant, with a combination of primary and secondary data sources that are in the analysis based on interaction models through data collection stages, data reduction, data presentation and data verification. The results of the study showed internal factors encouraging and inhibiting in the discipline of civil apparatus in the organizational environment of Gunung Mas Regency of South Kalimantan Province, covering the aspects of human resources and facilities, communication aspects, and aspects of bureaucratic structures.

**Keywords:** internal factors, discipline policy, civil apparatus

### I. INTRODUCTION

Government regulation number 53 year 2010 about the discipline of civil servants contains about 17 obligations, 15 prohibitions, and sanctions in the form of disciplinary penalties for civil servants who do not carry out obligations and violate the restrictions set out in the regulations. Government regulation is accompanied by sanctions of disciplinary punishment for its customers. In other words, achieving the objectives that you want to achieve is very influential in the observance of the civil State apparatus on the prevailing rules and regulations.

The application of government regulation of the disciplinary violations conducted by civil servants in general is the enactment of sanctions or penalties. The obligations and prohibitions, if violated and not adhered to, will be subject to disciplinary punishment according to the extent of the error.

Civil servants as government officials and public servants are expected to always be ready to perform the task that has been the responsibility well, but the reality often occurs in a local government organization, the apparatus commits a violation that creates an ineffectiveness of organizational performance.

The reality in the organizational environment of Gunung Mas District government shows violations of discipline, especially violations in employment obligations and adhering to the provisions of working hours. Sanctions are given to a disciplinary action, civil apparatus according to the level and type of punishment violated. The number of civil apparatus imposed by disciplinary penalties is as follows:

**TABLE 1**Amount of Disciplinary Punishment

No	Penalty	2015	2016	2017
1	Mild disciplinary punishment	-	-	-
2	Moderate disciplinary punishment	1	-	2
3	Severe disciplinary punishment	1	4	9
Total		2	4	11
Number of civil apparatus		3.925	3.870	3.469
Percents (%)		0.05 %	0.1 %	0.3 %

Source: BKPPD Regency of Gunung Mas, 2018

From the above data, we can see that the percentage of disciplinary punishment of civil apparatus occurs fluctuating annually, but the greatest sanctions are disciplined in 2017.

## **II. RESEARCH METHODS**

The research approach used is a qualitative approach. Bogdan & Taylor (1975), expressed this approach used to be able to see, know and describe the actual condition in detail and actual to the phenomenon that occurred in the study. Then the main instrument in this research is its own researchers, with AIDS in the form of interview guidelines, note paper and tip recorders. The interview guidelines are divided into structured and unstructured questions when obtaining the necessary information from the informant.

The data analysis techniques in this study use interactive models, with four stages of interfacing process, namely data collection, presentation and, data reduction and conclusion withdrawal (Miles and Huberman, 1984). This interactive Model continues to be done by the data found is saturated.

## **III. RESULT AND DISCUSSION**

Based on the results of interviews with the informant can be explained that the implementation of the policy can run to meet the demands of its policy content, implementor/executor that is in the agency personnel, education and regional training and the Board of From the results of interviews with the informant we can also know that in general the implementation process is well done.

Anderson (1984) clarified the policy, into two categories, namely substantive and procedural. The substantive policy is what the government should do. The procedural policy itself is how and who holds the policy. This means that public policy is a policy made and developed by government officials and agencies.

Judging by the process of implementation of the policy all the terms have been carried out well. It is said that the contents and provisions in the Government regulation of the disciplinary punishment can achieve its purpose or can be carried out properly. This can we look at from the following things:

First, from the implementation of the disciplinary policy of civil apparatus in Gunung Mas Regency, if viewed from the process of sanctioned/disciplinary civil apparatus has been implemented in accordance with the Government Regulation No. 53 years 2010, regulation of the head of State personnel agency number 21 year 2010 concerning the implementation of government regulation number 53 year 2010 about the discipline of civil servants. All public reports or complaints will be processed by the civil Servants Inspector team in Gunung Mas District until the awarding of sanctions/penalties, including the signing of a decree by the authorized officers and their raids.

Secondly, from the procedure of sanctioned sanctions or disciplinary punishment of civil apparatus, the activity of coaching and the sanction/punishment of civil apparatus in Gunung Mas District has followed the provisions in accordance with the regulations that set it in government Regulation No. 53 years 2010 on the discipline of civil servants. The flow or procedure for the disciplinary punishment of civil apparatus in Gunung Mas District is as follows:

1. Civil apparatus that violates or disciplinary action
2. Service calls by the examiner team
3. Examination by the examiner team
4. Test result report from the checker team
5. Event news and recommendations to the Regent from the checker team
6. The process of granting sanctions or penalties and made a decision letter on disciplinary punishment from the examiner team.
7. Submission of a decision letter of civil servant discipline by the inspectors team.

Thirdly, regarding the level and type of disciplinary punishment on the disciplinary action, civil apparatus carried out by the Agency for Education and regional training of Gunung Mas Regency is in accordance with its terms, meaning that the officers have applied the disciplinary rules of civil servants. So the results of the research it seems that the officers are quite familiar with the rules. Clearly, the level and type of punishment that can be applied to the civil apparatus can be seen in government Regulation No. 53 years 2010 concerning civil servants discipline is as follows:

1. Discipline and mild punishment;
2. Discipline and moderate punishment;
3. Discipline and severe punishment.

Fourth, from the supervision and evaluation, the implementation of disciplinary punishment of civil apparatus in Gunung Mas District also carried out supervision and evaluation. For internal supervision carried out by the respective agencies/units of work. Although the supervision of the work is done routinely every

weekday in the execution of the task of the law and for writing reports is done every month once by submitting a list of civil apparatus present in Gunung Mas District environment to the Inspectorate to conduct a thorough evaluation of the implementation of the tasks of the forcience. The results of the study revealed that supervision and evaluation went smoothly and had no significant problems.

Fifth, from the information and complaints, in the provision of information and complaints by the regency of Gunung Mas from the results of the research has been shot from the process and the availability of the hookups quite well. From the results of the research revealed that the means of information are adequate because in addition to a bulletin board information can also be received by telephone or fax and the website can be accessed at any time.

According to Jones (1970), the implementation process has 4 important and absolute elements, namely: the existence of programs or policies implemented. It starts with a plan that contains an overview of the work and activities implemented complete with hints. Target groups that are targeted and expected to receive the benefits of the program. Implementing elements either organizations or individuals responsible for the management or implementation and supervision of the implementation.

These supporting factors and policy inhibitors include things that come from resources, communications, bureaucratic structures (Edward III, 1980), as follows: first, resources. In the resource factors include the availability of staff/implementing resources or the implementation of policies that are in the personnel agency, education and regional training arranged in the membership of the civil servants of Gunung Mas District Inspector team is currently perceived as still lacking in implementing the discipline policy of civil apparatus. With the number of examiner teams of only 8 people. Of course it is one of the obstacles in implementing the policy.

In addition to implementing resources, availability of machine absent or fingerprint is also one obstacle in implementing the policy, this is because when using manual absent for monthly report and the present list will be slightly late delivery. In general, it can be said that the resource factors available in the personnel Agency, education and training of Gunung Mas Regency and there is no machine absent or fingerprint has become a barrier to the implementation of the policy of disciplinary development and the disciplinary punishment of civil apparatus in Gunung Mas regency.

Second, communication. From the results of the research in the communication factors where the process of delivering the messages of this policy goes quite smoothly from policymakers to the implementation through socialization, through radio, through the press, through a coordination meeting between institutions. In addition, through socialization, policy delivery through means of communication among the implementing, such as in meetings, through telephone contacts, and others make the policy message clear and easy to understand.

In addition to textual, is not difficult to digest by the executor, consistency in communication becomes a factor that encourages the implementation of the discipline policy of civil apparatus in Gunung Mas District is able to run well. However, the interesting thing is how the implementor staff has never been given socialization before, according to the researchers it will be able to inhibit the implementation of the policy. This will be one of the implementations of the implementing disciplinary policy of civil apparatus in Gunung Mas Regency if communication is not able to be a means of delivering information relating to the policy.

Third, bureaucratic structure. From the results of this research, the bureaucratic structure becomes one of the supporting factors and the implementation of the discipline of civil apparatus in Gunung Mas district. The focus of the research in this factor is that the authority, implementation of procedures and coordination between implementing and inter-implementing agencies can encourage or even impede the implementation of existing policies.

The significance of the decision letter of disciplinary punishment of civil apparatus in Gunung Mas District has been in accordance with the procedure of authority signed by the competent official, namely the Regent of Gunung Mas, district secretary, or the head of the working Unit that corresponds to the type of disciplinary punishment that is in (mild, moderate and severe).

In addition, the policy executor in the task execution procedure already has the authority in accordance with the respective Auth. The construction and allotment of disciplinary penalties are a coordination task between the Agency of personnel, education and regional training (civil servant of Gunung Mas District Inspector team), the Inspectorate and Unit of work that has problems with the Indisipliner civil apparatus.

In the execution of tasks, cooperation, coordination between the executor is required to realize in the construction and the allotment of the disciplinary punishment of civil apparatus in an integrated. This factor of authority, procedure and coordination in the results of this research turned out to be the driving factor to achieve this policy smoothly.

Parsons (1995) explained that policy is a set of actions or planning in which it contains political objectives. According to him the policy word contains meaning as a rational policy which is a manifestation of

judgement. Meaning that a policy is an attempt to define and compile a rational basis for doing or not doing actions.

The implementation of this authority, which is interesting in relation to the implementation of Implementor is the authority handed over to the direct superiors of the work unit of the civil apparatus that disciplinary action does not impose sanctions or disciplinary penalties so that if this is kept restrained, then sooner or later will impede the implementation of the policy itself.

#### **IV. CONCLUSION**

Internal factors that encourage or inhibit the discipline of civil apparatus in the organization of the government district Government of Gunung Mas regency covering the aspects of human resources and facilities, aspects of communication, and aspects of bureaucratic structures. These three aspects are the driving factor and the discipline of the civil apparatus in the local government organization.

#### **V. Acknowledgements**

This article is a thesis writer in Master's Government Science in Postgraduate Lambung Mangkurat University. The authors ' acknowledgements to the advisers and testers and the parties who assist in this thesis study can be completed.

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