

# **Implementation of Discipline Policy for Civil Servants in Indragiri Hilir Regency Post Covid Pandemic 19**

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## **Abstract**

The country of Indonesia is currently facing shocks and challenges that are not easily faced with the COVID-19 pandemic, including Indragiri Hilir Regency. The implementation of good governance by local governments is carried out with the steps and decisions to be taken and implemented in accordance with the rules and instructions of the central government in order to suppress the positive number of COVID-19. The purpose of this research is to describe the performance of civil servants in Indragiri Hilir City. Method of this research is descriptive qualitative. Population of this research consists of 24 civil servants in Indragiri Hilir City and all civil servants are made as the research sample. Data of this research are collected by the field research (questionnaires, interviews and observations) to find out primary data and by the library research to find out secondary data. Data of the questionnaires are analyzed by using the Weight Mean Score formula to calculate the mean score. Secondary data are used to enrich the discussion of the performance of civil servants. Results of this research indicate that the performance of civil servants gets the mean score 3.6 perceived as good. This means that most of the performance of civil servants in Indragiri Hilir City are already good as they carry out their main duties and functions in supporting to achieve the realization of vision, mission, aims and goals of Indragiri Hilir City.

## **Keywords**

Civil Servant, Performance, Local Government, Indragiri Hilir

## **Introduction**

Since the issue of the outbreak of COVID-19 in the world has spread, all components of government and the world community seem to be tidying up and preparing for the worst-case scenario that will be obtained because of the rapid spread of the virus. This also has certainly become a main concern of the Indonesian government, but there is no significant point where the application of the law must be carried out for preventive action. Special attention to the corona virus taken in Indonesia when the government announced the first 2 cases that were suspected of contracting the corona virus to the public on March 2, 2020. Following up on the COVID-19 virus response, the government immediately rushed to make a legal product for the task force to help suppress the development of COVID-19 also following up on WHO regulation that COVID-19 is a global pandemic on March 11, 2020, on March 13, 2020 the Indonesian President then issued a Presidential Decree No. 7 of 2020 concerning Task Force for the Acceleration of Corona Virus Disease 2019 (COVID-19), which was later revised to Presidential Decree No. RI. 9 of 2020 with the main task of anticipating the impact of covid-19 in Indonesia and strengthening the implementation of the task force for acceleration of COVID-19 in Indonesia (Anggara, Nur, and Daroni 2018).

Until now, the effectiveness of PSBB can not be only seen from the development of case numbers. There are many other things that can be seen such as whether there are still residents who do not wear masks, there are still crowds, or the number who are still desperate to go back and forth when PSBB. However, these matters cannot be calculated definitively because the government has not provided relevant data. Moreover, the government has also never issued official indicators related to the success of the PSBB (Apriyanto and Umanailo 2019).

Communication is the process of carrying out / delivering news / news / information containing meaning from one party (person or place) to another party (person or place) in an effort to gain mutual understanding. On the other hand, Berlo put forward communication as an atmosphere that is full of success if and only if the recipient of the

message has a meaning for the message where the meaning obtained is the same as what was intended by the source. Effective public communication is at the forefront of efforts to provide accurate information, foster trust and security to the public in crisis situations. Misinformation and disinformation become its own dangers that can worsen pandemic conditions. For this reason, it is very important that the government develops a system for detecting developing misinformation and disinformation, as well as preparing a valid counter information. With this system, the public will obtain a clear and reliable source of information. In order to maintain order and success in carrying out basic tasks and the functions of each ASN employee in their respective work environments, the Central Government issued a PP No. 53 of 2010 concerning the Discipline of Civil Servants. The regulation contains obligations, prohibitions, and some sanctions that are imposed when a violation occurs.

One of the government's instruments in improving the discipline of Civil Servants Civil (PNS) is the issuance of Government Regulation No. 53 of 2010 about the Discipline of Civil Servants. This regulation was formed with a view to discipline performance in accordance with the obligations stated in existing regulations. Civil Servants is one of the instruments that must be utilized with maximum. However, there are still many civil servants who break existing rules such as being late, go home at the wrong time, and other violations so that the ministry is not effective. Civil servants who deviate from Government Regulation Number 53 of 2010 concerning Discipline of Civil Servants are often found, but the enforcement of the discipline of the government apparatus is still a challenge alone. Because, often violations of discipline that ultimately become a factor Civil servants are dismissed (Azhar and Fikri 2020).

Policy implementation itself has certain models consisting of various kinds model, where in the presence of this model will show mutually factors related in measuring the success of policy implementation. More clearly, that in article 1 paragraph (1) is given understanding of the discipline of civil servants, namely the preparedness of Civil Servants in PP Number 53 of 2010 concerning Discipline of Civil Servants, namely the readiness of Civil Servants. Civil to always obey all forms of obligations and stay away from all forms prohibitions outlined by legal regulations such as laws and regulations and / or official regulations, and if they violate them, it is appropriate to give them disciplinary punishment. If you look at the regulation, it is very clearly stated that all Civil Servants are required to uphold the discipline of PNS (Siregar 2020).

Civil Servants who are proven not to obey Government Regulation No. 53 of 2010 then they are considered to have committed violations. Violation of discipline itself is explained in Article 1 paragraph (3) PP No.53 of 2010 which in essence states that the violation constitutes all forms of disobedience, does not carry out obligations as civil servants whether written or not and whether done during working hours or not. Who violated existing regulations will get sanctions. Which according to article 1 number 4 of Government Regulation Number 53 Year 2010, stated that what is meant by disciplinary punishment is "a sentence handed down to a Civil Servant for violating the Discipline Regulations of Civil Servants. " Where sanctions are aimed to foster, and always improve existing performance (Fikri and Azhar 2020).

## **Methods**

In carrying out this research, researchers consider that it is necessary to use a qualitative paradigm along with descriptive research types. This is intended to provide an overview of the implementation of Government Regulation No. 53 Year 2010 concerning the Discipline of Civil Servants. It is intended to give overview of the implementation of PP policy number 53 of 2010 concerning Discipline Civil Servants in Indragiri Hilir Regency. In using data sources, researchers collect it in the form of primary and secondary data. By therefore, researchers in an effort to obtain research data, use interviews in depth and structured. In this interview process, researchers did it to the Tembilahan sub-district government in Indragiri Hilir district.

## **Result and Discussion**

Research entitled the implementation of Government Regulation Number 53 of 2010 about the Discipline of Civil Servants in Indragiri Hilir Regency produce findings and discussion as follows:

### **Relationship**

In the implementation of PP No. 53 of 2010 concerning PNS discipline, on Chapter 1 of the PP there are provisions regarding PNS that these PNS are verbally the written statement must be in line with the existing PNS discipline regulations it becomes its obligation, and if it violates it will be sentenced penalties in accordance with the PP. So

the coordination is in the form of PP that which is a form of communication that must be read, known, understood, and obeyed by every civil servant. In the implementation of the coordination of the discipline of civil servants in Indragiri Hilir Regency from the head of the Work Unit, the Secretary of each work unit, followed by the head of the department. So it's in here the section head who certainly knew the discipline earlier subordinates and who know better of course if there is a problem about discipline.

Then the Regent of Indragiri Hilir said that socialization is always implemented to improve employee understanding of PP No. 53 of 2010 concerning Discipline of Civil Servants in Indragiri Hilir Regency usually remind employees to increase discipline in the implementation of the Mondays morning. Thus, the communication dimension in implementing PP No. 53 years 2010 concerning Discipline of Civil Servants in Indragiri Hilir Regency has been running because of the distribution of these regulations to the staff or employee. This is in line with Edward III's theory which is mentioned in policy implementation needs to convey ideas to the executor.

### **Human Resources**

In this resource dimension related to the implementation of PP No. 53 In 2010 concerning the Discipline of Civil Servants, researchers took three indicators resources, namely human resources, facilities and infrastructure, as well as cost and budget.

Human Resources with the existing number of employees in terms of performance lack of employees, so we need operator labor to help from Human Resources here because the volume of work in Indragiri Hilir a lot once about training, civil servant readiness must be ready because it is already he has to do his duties and his main tasks must be ready, if not ready, he must out, later labeled performance is not achieved, always superiors judge from the performance. Civil servants in Indragiri Hilir are certainly HR on the implementation of PP.

Number 53 of 2010, regarding employee readiness needs to be improved again because of the provisions for work at 07.30 WIB there is tolerance up 08.00 WIB and morning apple every day every 08.00 WIB which if there are employees who do not follow the morning apple will get a reprimand and of course will be called by the boss.

Regarding facilities and infrastructure, researchers asked how the facilities and existing infrastructure to support the implementation of a policy (Lutfi. and Mayahayati. 2015). When viewed from the facilities and infrastructure that exist in Indragiri Hilir this is support the discipline of our civil servants here are provided official vehicles for carry out official tasks for example, also we are here absent using henki (electronic absence) which absences can be directly accessed by each BKD the month, which there will look good or not employee discipline in terms of attendance and complying with working hours. But now there is a new application called Kimop which is more effective, efficient and accurate for attendance (Muharlisiani et al. 2019). the facilities and infrastructure are complete and have been fulfilled by the center, BKD. Ranging from finger print, manual absence, communication with the department was already complete, there are also official vehicles there are already good vehicles for training to various regions, official cars, and official motorbikes provided.

Furthermore, based on the analysis of research results, researchers can also find several supporting factors in the implementation of PP No. 53 of 2010 concerning Discipline Civil Servants in Indragiri Hilir Regency. The factors These supporters are as follows:

### **Adequate facilities and infrastructure**

Infrastructure means that something needed by an organization as the backbone of the organization's goals. Facilities and infrastructure in Indragiri Hilir become a supporting factor in the implementation of PP No. 53 year 2010 concerning Discipline of Civil Servants. Where the facilities and infrastructure are meant is like official vehicles, finger print, comfortable office atmosphere, as well supporting and adequate facilities. With the existence of these facilities and infrastructure is initial capital for the establishment of effective and efficient civil servants for the formation of an employee with high discipline and obedient to the responsibilities was given. Thus, aspects of facilities and infrastructure possess a very important function and role important in upholding the discipline of Civil Servants especially in implementing PP Number 53 of 2010 concerning the Discipline of Civil Servants.

### **Awards and Incentives**

Discipline cannot be created by itself, but always in the background behind by factors such as the rules that govern, as well as feelings of like or happy. Feelings of love and excitement can arise when employees get an award from

work performance. so they are motivated to work their best so as to achieve optimal results. Appreciation is a strong motivation in improving work discipline and performance in general. in Indragiri Hilir Regency, it was carried out in the presence appreciation for employees who have a high level of discipline in a period of time certain as well as the existence of performance-based incentives (IBK) every month for employees who have good work performance and discipline. Of course this is very supportive and motivating employees to uphold discipline.

## **Conclusion**

We can draw the conclusion that the Implementation of Government Regulation Policies Number 53 of 2010 concerning the Discipline of Civil Servants in Indragiri Hilir Regency during the covid padid 19 years was not running optimally, this is because seen from two factor. First, communication has been going on because of the distribution of these regulations to the staff or employees. Second, resources are not optimal because of that though facilities and infrastructure as well as cost and budget have supported while resources people in Indragiri Hilir Regency have not supported this because the number of employees is still lacking and its preparedness also needs to be increased.

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## **Biography**

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**Ali Azhar** is a lecturer at the Faculty of Law, have competence in fostering youth and capable in the religious field. as a religious leader with some good writing on the history of the development of Islam and Islamic law in daily life.