

ABSTRACT

The emergence of various types of disciplinary violations committed by civil servants has reduced public trust. This shows the need for effective disciplinary enforcement and creates a deterrent effect. In this study the authors wanted to find out how civil servant discipline is enforced in the Civil Service Police Unit in the City of Surabaya and how effective is the enforcement of civil servant discipline in the Civil Service Police Unit in the City of Surabaya.

This research is an empirical juridical research or it can also be called field research. This study uses a factual approach model, and uses descriptive analysis of data analysis.

The results of this study indicate that the enforcement of civil servant discipline in the Surabaya Civil Service Police Unit is based on Government Regulation Number 94 of 2021 concerning Civil Servant Discipline and Surabaya Mayor Regulation Number 44 of 2022 concerning Technical Guidelines for Enforcing State Civil Apparatus Discipline in Government Environments City of Surabaya. that the imposition of sanctions is resolved through a mechanism that includes the process of summons, examination, imposition of punishment, and submission of disciplinary punishment decisions. The effectiveness of enforcing the discipline of civil servants in the Civil Service Police Unit in the City of Surabaya is not effective enough, this is because there are several influencing factors. These factors are law enforcement factors, community factors, and cultural factors.

Keywords: Effectiveness, Discipline, Civil Servants

ABSTRAK

Munculnya berbagai jenis pelanggaran disiplin yang dilakukan pegawai negeri sipil membuat kepercayaan masyarakat menurun. Hal tersebut menunjukkan perlunya penegakan disiplin yang efektif dan menimbulkan efek jera. Dalam penelitian ini penulis ingin mengetahui bagaimana penegakan disiplin pegawai negeri sipil di Satuan Polisi Pamong Praja Kota Surabaya dan bagaimana efektivitas penegakan disiplin pegawai negeri sipil di Satuan Polisi Pamong Praja Kota Surabaya.

Penelitian ini merupakan penelitian yuridis empiris atau dapat disebut pula dengan penelitian lapangan. Penelitian ini menggunakan metode pendekatan faktual, serta menggunakan analisa data secara deskriptif analisis.

Hasil penelitian ini menunjukkan, penegakan disiplin pegawai negeri sipil di Satuan Polisi Pamong Praja Kota Surabaya berlandaskan pada Peraturan Pemerintah Nomor 94 Tahun 2021 tentang Disiplin Pegawai Negeri Sipil dan Peraturan Walikota Surabaya Nomor 44 Tahun 2022 tentang Pedoman Teknis Pelaksanaan Penegakan Disiplin Aparatur Sipil Negara di Lingkungan Pemerintah Kota Surabaya. bahwa penjatuhan sanksi diselesaikan melalui mekanisme yang meliputi proses pemanggilan, pemeriksaan, penjatuhan hukuman, dan penyampaian keputusan hukuman disiplin. Efektivitas penegakan disiplin pegawai negeri sipil di Satuan Polisi Pamong Praja Kota Surabaya kurang berjalan efektif, hal ini dikarenakan ada beberapa faktor yang mempengaruhi. Faktor-faktor tersebut yaitu faktor penegak hukum, faktor masyarakat, dan faktor budaya.

Kata kunci : Efektivitas, Disiplin, Pegawai Negeri Sipil