

## **ABSTRAK**

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis faktor yang menyebabkan Pelaksanaan Disiplin Kerja Pegawai Negeri Sipil. Dilihat dari identifikasi masalahnya yaitu terdapat Pegawai Negeri Sipil yang melakukan tindakan tidak disiplin seperti jam masuk kerja masih ada yang tidak tepat waktu dan cara berpakaian pegawai masih ada yang tidak sesuai aturan yang sudah ditetapkan. Penelitian ini berfokus pada faktor yang menyebabkan pelaksanaan disiplin Kerja Pegawai Negeri Sipil di bagian Sekretariat Umum dan Aparatur belum maksimal. Adapun akar masalah dalam penelitian ini adalah bagaimana pelaksanaan disiplin kerja Pegawai Negeri Sipil di Dinas Pendidikan dan Kebudayaan Provinsi Kalimantan Barat. Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian deskriptif. Subjek penelitian dalam penelitian ini terdiri dari: Sekretaris Dinas pendidikan, Kepala Sub Bagian Umum dan Aparatur dan Staf di Bidang Sekretariat. Teknik pengumpulan data dilakukan dengan wawancara, observasi, dan dokumentasi. Hasil penelitian menunjukkan bahwa masih terdapat kendala yang belum maksimal didalam pelaksanaan disiplin kerja Pegawai Negeri Sipil yang terdiri 4 aspek yaitu teladan pimpinan yang belum bisa dilaksanakan dengan maksimal oleh bawahannya, pengawasan melekat yang jarang dilakukan secara langsung oleh pimpinan, kurang tegasnya sanksi yang diberikan terhadap pelanggar, dan ketegasan pimpinan seringkali di hiraukan oleh bawahannya. Saran mengenai hasil penelitian ini adalah dibutuhkan kesadaran dari setiap individu untuk mentaati aturan, diperlukan adanya sanksi secara tegas jika seorang PNS terbukti melakukan pelanggaran dengan tujuan untuk memberikan efek jera dan tidak mengulangi hal yang sama kedepannya dan peran aktif pimpinan lebih ditingkatkan keteladanannya agar apa yang menjadi tujuan dapat tercapai.

**Kata Kunci :** Disiplin Kerja, Pelaksanaan Disiplin, Aparatur Sipil Negara, Peraturan Pemerintah.

## ABSTRACT

This study aimed to describe and analyze the factors that caused the Implementation of Work Discipline for Civil Servants. It was seen from the identification of the problem that there were Civil Servants who did undisciplined actions such as working hours in which there were still those who were not on time and the way employees dressed was still not according to the rules that had been set. This study focused on the factors that caused the implementation of the discipline of Civil Servants in the General Secretariat and the Apparatus sector that had not been optimal. The research problem in this study was how was the implementation of the work discipline of Civil Servants at the Education and Culture Department of Kalimantan Barat Province. This study used the qualitative approach with the descriptive research design. The research subjects in this study consisted of the Secretary of the Education Department, Head of General and Apparatus Sub-Section, and Staff in the Secretariat Sector. The techniques of data collection were interviews, observation, and documentation. The results of this study showed that there were still obstacles that had not been maximized in the implementation of the work discipline of Civil Servants which consisted of 4 aspects, specifically exemplary leaders who could not be done optimally by their subordinates, inherent supervision that was rarely done directly by leaders, the lack of strict sanctions given to violators, and the firmness of the leaders which was often ignored by their subordinates. The researcher suggests regarding the results of this study that awareness is needed from each individual to obey the rules, there is a need for strict sanctions if a civil servant is proven to have committed a violation with the aim of providing a deterrent effect and not repeating the same thing in the future, and the active role of the leader should be further enhanced by example so that the goals can be achieved.

Keywords: Work Discipline, Discipline Implementation, Civil Servants, Government Regulation

