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Implementation of Civil Servant Discipline to The Public Works and Spatial Planning of Banggai Regency Based On Government Regulation Number 94/2021

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Abstrak

Penelitian ini berangkat dari dua permasalahan utama yaitu ; Bagaimakah penerapan serta faktor-faktor yang mempengaruhi penerapan Peraturan Pemerintah Nomor 94 Tahun 2021 Tentang Disiplin Pegawai Negeri Sipil pada Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Banggai. metode penelitian yaitu yuridis sosiologis. Pelaksanaan kedisiplinan dilakukan melalui tiga mekanisme ; Pertama ; Melalui tingkat kehadiran Pegawai Negeri Sipil pada bulan April dengan status Tanpa Keterangan > 3 hari berjumlah 13 orang sedangkan pada bulan Juni dengan status Tanpa Keterangan > 3 hari berjumlah 5 orang. Kedua ; Untuk Pegawai Negeri Sipil yang memiliki status kehadiran Tanpa Keterangan baik itu ≤ 3 hari dan > 3 hari mendapat konsekuensi sanksi sesuai dengan Peraturan Pemerintah Nomor 94 Tahun 2021, antara lain seperti mendapatkan Teguran Lisan/Tertulis dan Pemotongan Tunjangan Kinerja/Tunjangan Tambahan Penghasilan sesuai ketentuan yang telah diatur dalam Peraturan Bupati Banggai. Ketiga ; Pemberian sanksi kedisiplinan dilaksanakan oleh Dinas PUPR Kabupaten Banggai sesuai dengan tahapan mulai dari pembinaan, administrasi hingga penindakan sampai ketingkat yang lebih tinggi dengan melibatkan garis koordinasi seperti BKPSDM Kabupaten Banggai, Inspektorat Daerah Kabupaten Banggai, Sekretaris Daerah Kabupaten Banggai hingga Bupati Banggai. Faktor-faktor yang mempengaruhi penerapan Peraturan Pemerintah Nomor 94 Tahun 2021 tentang Disiplin Pegawai Negeri Sipil dilingkungan kerja Dinas PUPR Kab. Banggai meliputi beberapa hal, yaitu :Ketepatan Waktu, Pemanfaatan Sarana, Tanggung Jawab yang Tinggi, dan Ketaatan Terhadap Aturan Instansi.

Abstract

This study stems from two main issues, namely: How is Government Regulation No. 94 of 2021 concerning Civil Servant Discipline implemented at the Public Works and Spatial Planning Office of Banggai Regency, and what factors influence its implementation? The research method used is sociological jurisprudence. Discipline is enforced through three mechanisms: First, through the attendance rate of civil servants in April, where 13 people were absent without explanation for more than 3 days, while in June, 5 people were absent without explanation for more than 3 days. Second: Civil servants with an attendance status of "Absent Without Leave" of either < 3 days or > 3 days received sanctions in accordance with Government Regulation No. 94 of 2021, including verbal/written warnings

and deductions from performance allowances/additional income allowances as stipulated in the Banggai Regent Regulation. Third; Disciplinary sanctions are imposed by the Banggai Regency PUPR Office in accordance with the stages ranging from guidance, administration to enforcement to a higher level by involving coordination lines such as the Banggai Regency BKPSDM, the Banggai Regency Regional Inspectorate, the Banggai Regency Regional Secretary to the Regent of Banggai. Factors influencing the implementation of Government Regulation No. 94 of 2021 concerning Civil Servant Discipline within the Banggai Regency PUPR Office include several things, namely: Punctuality, Utilization of Facilities, High Responsibility, and Compliance with Institutional Rules.

INTRODUCTION

The State of Indonesia is a state of law, as stated in Article 1 of the Constitution of the Republic of Indonesia in 1945. The concept of a state of law has brought Indonesia to become a modern legal country that is growing rapidly until today.^{1 2} The National Goals to be achieved by the Indonesian Nation are stated in the Preamble to the 1945 Constitution of the Republic of Indonesia paragraph IV, namely to form an Indonesian State Government that protects the entire Indonesian nation and all Indonesian bloodshed, promotes public welfare, educates the nation's life and participates in implementing a world order based on independence, lasting peace and social justice. The implementation of the country's goals is carried out through a gradual, sustainable and sustainable national development process.

One of the things needed in realizing national development is a quality state apparatus with a high work discipline attitude. This is based on the reason that the state apparatus has a stakeholder role that functions as an element of formulating and implementing state policies. In Article 1 of Law Number 5 of 2014 concerning the State Civil Apparatus, it is explained that the State Civil Apparatus, hereinafter abbreviated as ASN, is a profession for civil servants and government employees with employment agreements working in government agencies. To realize civil servants with moral, professional, and accountable integrity, civil servant discipline regulations are needed that can be used as guidelines in enforcing discipline. Enforcement of discipline can encourage civil servants to be more productive based on the career system and work performance system and moral integrity are considerations in career development.³

Civil servants are human resources that play a very large role in determining the running of government organizations, because Civil Servants are one of the most

¹ Prof. Dr. Jimly Asshiddiqie, SH, Gagasan Negara Hukum Indonesia, Makalah, disampaikan saat acara ulang Tahun Mahkamah Konstitusi, Jakarta, 2018.

² Sherley Lie, Chrissonia Margareta Mbayang, Perkembangan Konsep Negara Hukum Dalam Perspektif Ketatanegaraan, JALAKOTEK: Journal of Communication and Technology Accounting Law E-ISSN: 3032-2758 P-ISSN: 3032-3495 Vol. 2 No. 1 January 2025.

³ Ade Prawitna Noverdisa, Endang Erawan, Arifin, Pengaruh Pengembangan Karier Terhadap Prestasi Kerja Di Badan Kepegawaian Daerah Provinsi Kalimantan Timur, eJournal Administrasi Negara, Volume 6, Nomor 4, 2018 : 8185-8198 ISSN 2541-674X, ejournal.an.fisip-unmul.ac.id, 2018.

important factors in the running of the government. In order to get civil servants who are able to carry out general government tasks and good development goals, it is necessary to have civil servants who have a sense of responsibility, have skills, expertise and the ability to carry out their obligations and work well and correctly, it is necessary to have continuous employee development.

As a manifestation of laws and regulations, namely Article 8 of Law Number 5 of 2014 concerning the State Civil Apparatus, among others, it is emphasized that the role of Civil Servants is important and decisive, namely those who are positioned as elements of the State Apparatus with the task of organizing government and development in the framework of national goals. ⁴The goal of national development is to realize a just and prosperous, equitable and sustainable society based on Pancasila in the framework of the Unitary State of the Republic of Indonesia. The smooth administration of government and the implementation of national development mainly depends on the perfection of civil servants. In order to achieve the national goals mentioned above, it is necessary to have civil servants who are full of loyalty and obedience to Pancasila and the 1945 Constitution, the state and the government are united, have good mentality, authoritative, empowered and successful, high-quality, have a high awareness of their responsibilities as state apparatus, state servants, and public servants.⁵

In Article 12 of Law of the Republic of Indonesia Number 5 of 2014, civil servants play the role of planners, implementers and supervisors of the implementation of general tasks of government and national development through the implementation of professional public policies and services, free from political intervention, and clean from corruption, collusion and nepotism practices. Civil servants are part of the government apparatus that is directed to ensure the effective and effective implementation of government and development tasks.

Civil servants are also the implementers of the government system and implementers of laws and regulations, so that every civil servant is obliged to set a good example in obeying and implementing all applicable laws and regulations.⁶ The position of Civil Servants is an element of state apparatus, state servants, and public servants who are with full loyalty and obedience to Pancasila, the 1945 Constitution of the Republic of Indonesia, the State and Government who are in charge of also providing services to the community professionally, honestly, fairly and evenly in the implementation of state, government and development duties.⁷

⁴ Yonada Nancy, Peran Pegawai Negeri Sipil atau PNS dalam NKRI, <https://tirto.id/peran-pegawai-negeri-sipil-atau-pns-dalam-nkri-gQR2>, 2023.

⁵ Dukka, Elvis Sarobu Umbu, Pembinaan Pegawai Negeri Sipil Dalam Meningkatkan Disiplin Kerja : Studi Pada Badan Kepegawaian Di Kabupaten Malang, https://library.unmer.ac.id/index.php?p=show_detail&id, 2016

⁶ Jimmy Arief Saud Parsaoran, S.T, Undang-Undang Aparatur Sipil Negara,

⁷ I Ketut Windia, Kedudukan Hukum Aparatur Sipil Negara Dilingkungan Kepolisian Negara Republik Indonesia, garuda.kemdikbud.go.id/article.php?article, 2023

Based on this, one of the factors that is considered very important and principled in realizing a clean and authoritative State Apparatus is about the discipline of Civil Servants in carrying out government duties as state servants and public servants. The discipline of civil servants in carrying out their duties and functions has a great influence on the achievement of predetermined goals. In complying with disciplinary regulations for civil servants, it is necessary to refer to the applicable laws and regulations, namely Government Regulation Number 94 of 2021 concerning Civil Servant Discipline. While in Article 2 paragraph 4 of the Government of Indonesia Regulation Number 13 of 2016 concerning Regional Apparatus, it is stated that the formation of Regional Apparatus is carried out based on the principle of one of which is paragraph 4, namely the division of duties, and it will be carried out effectively if the tasks that are divided are able to be carried out with discipline by Civil Servants.

According to work discipline, it is defined as the implementation of management to strengthen organizational guidelines. Discipline can show the conditions and behaviors that exist in the State Civil Apparatus (ASN) towards the existing regulations and regulations in an organization. For this reason, work discipline needs to be grown so that order and efficiency also grow. Without good work discipline, there will be no leader as expected by the organization or in its application to society.⁸

Civil Servants as government officials and public servants are expected to always be ready to carry out the duties that have become their responsibility well, but it often happens in a government agency that the employees commit disciplinary violations such as arriving late, returning home early and other irregularities that cause the employee concerned to be less effective. Discipline is not a top priority for most of humanity, especially employees in Indonesia.

In relation to discipline in the work environment of the Banggai Regency Public Works and Spatial Planning Office, which is one of the institutions to serve the community, in which there are civil servants as government apparatus in its implementation as public and state apparatus. Therefore, the discipline of civil servants at the Public Works and Spatial Planning Office of Banggai Regency is very important to create a good government in order to realize the development that has been outlined in the activity program in each budget year.

The implementation of digital attendance has not been seen to be effective because there are still many employees who are not disciplined in their working hours or time corruption, such as the behavior of employees who arrive late, do not enter without information, rest and go home before working hours, come to the office and go

⁸ A. A. Anwar Prabu Mangkunegara, *Kedudukan Hukum Aparatur Sipil Negara Dilingkungan Kepolisian Negara Republik Indonesia*, PT. Remaja Rosda Karya, Bandung, 2011

home not according to working hours and return to rest close to work time or the possibility of carrying out tasks outside of office that cause a decrease in discipline.⁹

In connection with the existence of Government Regulation Number 94 of 2021 concerning Civil Servant Discipline which explains the imposition of disciplinary punishment for civil servants contained in chapter III of article 7, namely civil servants who do not comply with the provisions as referred to in Articles 3 to 5 are sentenced to disciplinary punishment. Therefore, the author wants to research at the Public Works and Spatial Planning Office of Banggai Regency whether it is in accordance with the concept in the application of civil servant discipline with Government Regulation Number 94 of 2021 concerning Civil Servant Discipline, both in terms of attendance and performance discipline.¹⁰

The Public Works and Spatial Planning Office of Banggai Regency carries out duties and activities based on Regent regulation Number 45 of 2023 by considering implementing the provisions of Article 8 of the Banggai Regency Regional Regulation Number 4 of 2016 concerning the Formation and Composition of the Regional Apparatus of Banggai Regency, it is necessary to stipulate a Regent Regulation on the Description of Duties, Functions and Work Procedures of the Public Works and Spatial Planning Office.

However, in order to realize effective and efficient governance to improve government performance and public services, it is necessary to simplify bureaucracy based on the provisions of Article 16 paragraph (2) of the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 25 of 2021 concerning Simplification of Organizational Structures in Government Agencies for Bureaucratic Simplification, Organizational Changes in Provincial or Regency/City Regional Agencies as a result of Simplification The organizational structure is determined by the regional head. So that the organizational structure of the Public Works and Spatial Planning Office is changed based on the provisions of Chapter III Article 6 of the Banggai Regent Regulation Number 56 of 2021 concerning the Position and Organizational Structure of the Regional Office within the Banggai Regency Regional Government.

In 2023, Banggai Regent Regulation Number 56 of 2021 concerning the Position and Organizational Structure of Regional Offices in the Banggai Regency Regional Government was amended to Banggai Regent Regulation Number 13 of 2023 concerning the Position and Organizational Structure of Regional Offices within the Banggai Regency Regional Government. So that the organizational structure of the Public Works

⁹ Alhani, Analisis Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pegawai Negeri Sipil Di Badan Penanaman Dan Pelayanan Terpadu Satu Pintu Provinsi Kalimantan Barat, PublikA, PublikA, Jurnal S-1 Ilmu Administrasi Negara Volume 5 Nomor 3 Edisi <http://jurnafis.untan.ac.id> ; <http://jurnalmhsfisisipuntan.co.nr>.

¹⁰ Andreas Apriliano Ari Setyawan, Tegar Harbriyana Putra, Ananda Megha Wiedhar Saputri, Studi Kasus: Dampak Implementasi Pp 94/2021 Terhadap Disiplin Pegawai Negeri Sipil Di Bkppd Boyolali, NTELEKTIVA, Published By KULTURA DIGITAL MEDIA (Research and Academic Publication Consulting) e-Journal E-Journal E- ISSN 2686 – 5661, 2024

and Spatial Planning Office is regulated in Chapter III of article 6 of the Banggai Regent Regulation Number 13 of 2023 concerning the Position and Organizational Structure of Regional Offices within the Banggai Regency Regional Government.¹¹

The Public Works and Spatial Planning Office of Banggi Regency is a Type A Office that oversees 1 secretariat, 6 Technical Fields and 1 UPTD Equipment and Quality Testing. Meanwhile, the description of the duties of UPTD Equipment and Quality Testing is regulated in the Banggai Regent Regulation Number 74 of 2017 concerning the Establishment of Technical Implementation Units in Regional Offices within the Regional Government.¹²

Based on the description of this background, it can be formulated that the problem in this study is how to implement and the factors that affect the discipline of civil servants of the Public Works and Spatial Planning Office of Banggai Regency based on Government Regulation Number 94 of 2021.

METHODS

In this study, the author uses sociological juridical research. Sociological juridical research is research that focuses on collecting empirical data in the field¹³. However, in this study, the approach method used is a type of sociological research, which is a legal research on the enforcement or implementation of normative legal provisions directly on every specific legal event that occurs in society¹⁴. With the consideration that this type of research will aim to obtain an overview of the implementation of Government Regulation Number 94 of 2021 concerning Civil Servant Discipline at the Public Works and Spatial Planning Office of Banggai Regency.

RESULTS AND DISCUSSION

The Banggai Regency Public Works and Spatial Planning Office carries out duties and activities based on Banggai Regency Regional Regulation Number 4 of 2016 concerning the Formation and Composition of the Banggai Regency Regional Apparatus which also provides normative authority regarding the Description of Duties, Functions and Work Procedures of the Banggai Regency Public Works and Spatial Planning Office

In realizing effective and efficient governance to improve government performance and public services, it is necessary to simplify bureaucracy based on the provisions of Article 16 paragraph (2) of the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 25 of 2021 concerning Simplification

¹¹Pemerintah Daerah Kabupaten Banggai, Peraturan Bupati Banggai Nomor 13 Tahun 2023 Tentang Kedudukan dan Susunan Organisasi Dinas Daerah di Lingkungan Pemerintah Daerah Kabupaten Banggai, <https://infoperaturan.id/jdih/peraturan-bupati-banggai-nomor-13-tahun-2023>.

¹² Ibid.

¹³ Mukti Fajar ND and Yulianto Achmad, Dualisme Penelitian Hukum ; Normatif dan Empiris, Pustaka Pelajar, Jakarta, 2010.

¹⁴ Abdul Kadir Muhammad, Hukum dan Penelitian Hukum, PT. Cira Aditya Bakti, Bandung, 2004

of Organizational Structures in Government Agencies for Bureaucratic Simplification, Organizational Changes in Provincial or Regency/City Regional Agencies as a result of Structural Simplification The organization is determined by the regional head. So that the organizational structure of the Banggai Regency Public Works and Spatial Planning Office is changed based on the provisions of Chapter III Article 6 of the Banggai Regent Regulation Number 56 of 2021 concerning the Position and Organizational Structure of the Regional Office within the Banggai Regency Regional Government.

In 2023, Banggai Regent Regulation Number 56 of 2021 concerning the Position and Organizational Structure of Regional Offices in the Banggai Regency Regional Government was amended to Banggai Regent Regulation Number 13 of 2023 concerning the Position and Organizational Structure of Regional Offices within the Banggai Regency Regional Government. So that the organizational structure of the Public Works and Spatial Planning Office is regulated in Chapter III of article 6 of the Banggai Regent Regulation Number 13 of 2023 concerning the Position and Organizational Structure of Regional Offices within the Banggai Regency Regional Government.

The Public Works and Spatial Planning Office of Banggai Regency is a Type A Office that oversees 1 secretariat, 6 Technical Fields and 1 UPTD Equipment and Quality Testing. Meanwhile, the description of the duties of UPTD Equipment and Quality Testing is regulated in the Banggai Regent Regulation Number 74 of 2017 concerning the Establishment of Technical Implementation Units in Regional Offices within the Regional Government.

The Public Works and Spatial Planning Office of Banggai Regency has civil servants totaling 147 (one hundred and forty-seven) people, with details in the following table:

Table 1. Number of Civil Servants by Structural Position

Not.	Structural Departments	Amount
1	Echelon III.a	8 Person
2	Echelon IV.a	4 Person
3	Not Echelon	135 Person
Totals		147 Person

Source : PUPR of Banggai Regency, 2025

Based on table 1, it is known that the condition of civil servants based on structural positions of Non-Echelon III.a amounted to 8 people, Echelon IV.a amounted to 4 people, while Non-Echelon amounted to 135 people and was included in Functional Positions.

Table 2. Number of Civil Servants Based on Rank / Space Group

Not.	Rank/Group of Spaces	Amount
1	Builders Level I, IV/b	2 Person
2	Coach, IV/a	4 Person
3	Level I, III/d Organizer	14 Person
4	Administrator, III/c	31 Person
5	Junior Supervisor Level I, III/b	11 Person
6	Young Painter, III/a	29 Person
7	Level I, II/d Regulator	34 Person
8	Regulator, II/c	9 Person
9	Junior Regulator Level I, II/b	7 Person
10	Young Regulator, II/a	5 Person
11	Junior Varsity I, I/B	1 Person
Totals		147 Person

Source : PUPR of Banggai Regency, 2025

Based on table 2, it is known that the apparatus resources based on the Rank / Class of the Supervisor Room, IV/b amounted to 2 people, IV/a amounted to 4 people, Level I, III/d Administrators amounted to 14 people, Administrators, III/c amounted to 31 people, Junior Administrators, III/a amounted to 29 people, Level I Administrators, II/d totaling 34 people, Administrators, II/c totaling 9 people, Junior Administrators Level I, II/b totaling 7 people, Junior Administrators, II/a totaling 5 people and Junior Level Juru, I/b totaling 1 person.

Table 3. Number of Civil Servants by Education Level

Not.	Education Level	Amount
1	Strata Two (S2)	9 Person
2	Strata One (S1)	63 Person
3	Diploma III	3 Person
4	Diploma II	1 Person
5	High School/Equivalent	65 Person
6	Junior High School/Equivalent	4 Person
7	Elementary/Equivalent	2 Person
Entire		147 Person

Source : PUPR of Banggai Regency, 2025

Based on table 3, it is known that apparatus resources based on Strata Two

Education (S2) amounted to 9 people, Strata One (S1) amounted to 63 people, high school/equivalent amounted to 5 people, high school/equivalent amounted to 65 people, junior high school / equivalent amounted to 4 people and elementary school / equivalent amounted to 2 people. The Public Works and Spatial Planning Office of Banggai Regency also uses Contract Personnel/ Freelance Daily Employees (PHL) / Honorary and the implementation of their duties are spread across the Secretariat and Fields as well as UPTD who assist in the implementation of routine tasks, both administrative and technical.

In carrying out the duties and functions of the Banggai Regency PUPR Office, the State Civil Apparatus needs to apply discipline. Based on the results of the study, it is known that the Banggai Regency PUPR Office has a working time of 5 (five) days from Monday to Friday and 6 (six) hours or a minimum of 300 (three hundred) minutes per day. The following are the implementation of ASN working hours within the PUPR Office of Banggai Regency:

Table 4. Schedule of Working Hours at the PUPR of Banggai Regency

Not .	Day	Jam Entry	Jam Rest	Home Jam
1	Monday to Thursday	07.45 WIB	12.00 to 13.00 WITA	04.00 PM
2	Friday	07.30 am	12.00 s/s 13.30 WITA	04.30 PM local time

Source : PUPR Office of Banggai Regency, 2025

Based on table 4, it is known that the working hours that apply to the Banggai Regency PUPR Office, namely Monday to Thursday, the entry time is 07.45 WITA and the return time is 16.00 WITA, while on Friday the entry time is 07.30 WITA and the return time is 16.30 WITA. The application of discipline in the work environment of the Banggai Regency PUPR Office is more likely to be related to the presence of the State Civil Apparatus (ASN), in this case Civil Servants (PNS) who serve at the Banggai Regency PUPR Office in accordance with data from the General and Personnel Sub-Division based on the Decree (SK) placed at the Banggai Regency PUPR Office both for Echelons, Non Echelon and/or Functional Positions.

Based on the results of research on the work environment of the Banggai Regency PUPR Office for the presence of Civil Servants (PNS) in April, it is known that the presence of civil servants is as follows:

**Table 5. Recapitulation of Civil Servant Attendance in April 2025
Based on the Attendance Status at the PUPR Office of Banggai Regency**

Not.	Description of Civil Servant Attendance	Number of Civil Servants
1	Present / With Description	53 Person

2	No Description $\leq$ 3 Days	34	Person
3	No Description $>$ 3 Days	13	Person
Totals		100	Person

Source : PUPR Office of Banggai Regency, 2025

Based on table 5, it is known that the results of the reepitulation of the attendance of civil servants in May 2024 at the Banggai Regency PUPR Office based on the attendance description show that there are 53 civil servants who are present or with information $<$ 3 days, and civil servants without information $>$ 3 days total 13 people. The other 47 civil servants serve in the UPT (Technical Implementation Unit) of the PUPR Office of Banggai Regency which is located in several sub-districts.

**Table 6. Recapitulation of Civil Servant Attendance in May 2025
Based on the Attendance Status at the PUPR Office of Banggai Regency**

Not.	Attendance Description	Sum PNS
1	Present / With Description	72 Person
2	No Description $\leq$ 3 Days	21 Person
3	No Description $>$ 3 Days	5 Person
Totals		97 Person

Source : PUPR Office of Banggai Regency, 2025

Based on table 6, it is known that the results of the reepitulation of the attendance of civil servants in May 2025 at the Banggai Regency PUPR Office based on the attendance description show that 72 civil servants who were present or with information amounted to 72 people, civil servants without information $<$ 3 days totaled 21 people, civil servants without information $>$ 3 days amounted to 5 people, where in June there was a mutation / retirement of employees so that there was a reduction in the number of civil servants at the PUPR Office of Banggai Regency. The other 47 civil servants serve in the UPT (Technical Implementation Unit) of the PUPR Office of Banggai Regency which is located in several sub-districts.

The number of attendance can affect the value of the Additional Income Allowance received by civil servants. As explained by the Head of the General and Personnel Sub-Division together with the Staff of the Finance and Assets Sub-Division who said that the calculation of the Additional Civil Servant Income Allowance refers to the calculation of the attendance of civil servants according to the results of the attendance machine and/or the e-Attendance application and the performance of the civil servants according to the assessment given by each Direct Supervisor is input through the e-Performance application.

Civil servant discipline is a basic attitude in compliance to carry out the obligations of a civil servant. Civil servants who serve in the work environment of the Banggai Regency PUPR Office are obliged to apply discipline in carrying out routine duties as a state civil servant. If discipline is not implemented, it will cause clear consequences by giving sanctions in the form of verbal and written reprimands.

As the results of an interview with the Head of the General and Personnel Sub-Division at the Banggai Regency PUPR Office (Daharni Muda, S.Sos, March 1, 2025) which explained that in the implementation of discipline in the work environment, the Banggai Regency PUPR Office has referred to Government Regulation Number 94 of 2021 concerning Civil Servant Discipline and disciplinary violations that often occur related to the provisions regarding the presence or attendance of State Civil Apparatus (ASN) that have been determined, where the application concerns all human resources who carry out their duties within the scope of the PUPR Office of Banggai Regency. The sentencing is in the form of light, medium, or severe disciplinary punishment according to the severity of the violation committed by the Civil Servant (PNS) concerned, taking into account the background and impact of the violation committed. The authority to determine the dismissal decision for civil servants who commit disciplinary violations is carried out based on the provisions of laws and regulations. In addition to the above, civil servants who are sentenced to Disciplinary Punishment are given the right to defend themselves through Administrative Efforts, so that arbitrariness can be avoided in the imposition of Disciplinary Punishment.

Furthermore, the Head of the General and Personnel Sub-Division at the PUPR Office of Banggai Regency (Daharni Muda, S.Sos, March 1, 2025) explained that in the implementation of disciplinary violations, it clearly follows the procedures and provisions in Government Regulation Number 94 of 2021 and everything is done in stages by considering explanations/clarifications from the person concerned or civil servants who are suspected of committing disciplinary violations, whether it is minor, moderate or severe, everything is done by involving related parties both internally and externally. Then it was also conveyed that the violation of obligations in article 9 paragraph 2 letter b explains the light disciplinary punishment regarding entering work and obeying the provisions of working hours as referred to in article 4 letter f which has an impact on the PUPR Office of Banggai Regency in the form of:

1. Verbal reprimand for civil servants who do not come to work without a valid reason cumulatively for 3 working days in one year.
2. Written reprimand for civil servants who do not come to work without a valid reason cumulatively for 4-6 working days in one year.
3. A written statement of dissatisfaction for civil servants who do not come to work without a valid reason cumulatively for 7-10 working days in one year.

Based on an interview with the Secretary of the PUPR Office of Banggai Regency (Dedy Lakita, ST. M.Eng, March 1, 2025) explained that the implementation of the

management of state civil servants in the work environment of the Banggai Regency PUPR Office will always respond to disciplinary violations by providing disciplinary punishments. that related to disciplinary punishment, until now the PUPR Office of Banggai Regency has adjusted to Government Regulation Number 94 of 2021 in article 7 which states that civil servants who do not comply with the provisions as referred to in Articles 3 to 5 are sentenced to Disciplinary Punishment. Civil Servants (PNS) who do not comply with the provisions as referred to in article 4 letter f can be sentenced to disciplinary punishment. This is intended as a guideline for officials who have the authority to punish and provide certainty in imposing disciplinary punishments. Likewise, in this government regulation, the limits of authority for officials who have the authority to punish have been determined.

The factors that affect the implementation of Government Regulation Number 94 of 2021 concerning Civil Servant Discipline in the work environment of the PUPR Office of Banggai Regency are as follows:

1. Timeliness

The discipline of Civil Servants (PNS) who serve at the PUPR Office of Banggai Regency can be influenced from punctuality starting from attendance during morning / morning working hours, where based on the provisions in the Banggai Regent Regulation that for morning absences at 07.45 WITA, then Score 1 if civil servants are absent in the morning at 07.45 WITA to 08.00 WITA, Score 2 if civil servants are absent in the morning at 08.01 WITA at 08.30, Score 3 if civil servants are absent in the morning at 08.31 WITA 09.00 and No Information if civil servants are absent in the morning above or > at 09.0 WITA. Then after working time, civil servants of the Banggai Regency PUPR Office are given time to pray, rest and eat starting at 12.00 WITA to 13.00 WITA, but for Friday the time limit is increased by 30 minutes to 13.30 WITA. Furthermore, working hours are continued until 16.00 WITA (home time) valid for Monday to Thursday and on Friday working time until 16.30 WITA (home time).

Clearly this provision has been made and must be complied with by every civil servant who serves in the Banggai Regency Regional Government, especially the Banggai Regency PUPR Office. With the application of this provision, it is intended that every civil servant must carry out or apply discipline from punctuality, attendance and compliance with applicable legal provisions. So that services to the community related to the tasks at the Banggai Regency PUPR Office are easier to implement and achieve according to the goals / targets that have been set in the 2024 fiscal year. That the timeliness of civil servants' attendance is relatively relative, attendance is done on time, this is because it is supported by the e-Attendance application installed on the gadget / smartphone of every civil servant and/or the use of the Attendance Machine. Then in addition to confirming the presence of civil servants, there is also confirmation of the presence of civil servants with the status of attendance "With Information (DK)" due to the civil servant concerned carrying out External Duties (TL) within the Region or Outside the

Region. (Results of an interview with the Head of the General and Personnel Sub-Division at the PUPR Office of Banggai Daharni Muda Regency, S.Sos, on March 1, 2025).

2. Utilization of Facilities

The discipline of civil servants intended in this factor is civil servants who carry out their duties by utilizing the office equipment of the PUPR Office of Banggai Regency properly and efficiently. The availability of office equipment is able to help or support the duties of civil servants optimally in completing their obligations. In addition, the office equipment used is able to be maintained in good condition and maintained, so that the equipment has a beneficial value that has been used for a long time in the office environment and to support the performance of civil servants. Because by applying these things, it can be an example as a civil servant who has good work discipline. that office equipment used by civil servants should be maintained and maintained like privately owned goods, so that the office equipment can be durable and used by the next civil servant. As for maintenance that is special in nature or requires technical handling and a large budget, it must be submitted / reported in coordination to the User Goods Management or Direct Supervisor so that it can be followed up. (Based on the results of an interview with the Secretary of the PUPR Office of Banggai Regency Dedy Lakita, ST. M.Eng, March 7, 2025).

3. High Responsibility

Every civil servant who serves in the work environment of the Banggai Regency PUPR Office is obliged to have high responsibility. This is intended because in carrying out the official duties that will be charged to him, both verbal and written (such as Decrees, Orders, and others). When a civil servant is given a task, the tasks assigned to him must be completed and followed up in accordance with the applicable procedures and provisions and be responsible for the output/results. related to the responsibilities carried out by civil servants of the PUPR Office of Banggai Regency must have the best standards when implemented, in addition civil servants use their expertise / ability to complete official duties given by direct superiors or leaders. In this way, high responsibility can be realized in accordance with the performance shown by civil servants. (Based on the results of an interview with the Secretary of the PUPR Office of Banggai Regency Dedy Lakita, ST. M.Eng, March 7, 2025).

4. Compliance with Agency Rules

The provisions or regulations that apply to each agency should be a reference in acting as civil servants in the work environment. There are various kinds of legal regulations that are inherent and apply to a civil servant, ranging from the rights and obligations inherent due to the status of civil servants, the applicable way of dress/uniform, the duties and functions attached to the position held, to the discipline that must be obeyed, obeyed and carried out on every working day or working time.

Obey all provisions of laws and regulations, Carry out official duties entrusted to civil servants with full devotion, awareness and responsibility, Prioritize the interests of

the State over the interests of oneself, a person, and/or a group, Work honestly, orderly, carefully and enthusiastically for the benefit of the State, Enter work and obey the provisions of working hours, Achieve the work goals of the employees set, Provide the best service to the community. Every employee is obliged to comply with the rules that have been set. at the PUPR Office of Banggai Regency applies a more humane approach and family coaching first to his subordinates to always give enthusiasm in work so that employees will better understand and be able to regulate in the process of self-discipline.

A more humane approach is considered to be able to provide a more open discussion space between superiors and subordinates and independently look more at the development of employees' personalities by looking at how to always do positive things so that in carrying out routine tasks it will certainly go well. It is also explained that in the application of the rules here, in general, all civil servants can be considered good in complying with all rules, but there are indeed some obstacles and obstacles that must be evaluated in the management of civil servants within the scope of the PUPR Office of Banggai Regency. Although there are violations that often occur, they can be categorized as minor disciplinary violations. The implementation of the rules at the Banggai Regency PUPR Office has gone well and the civil servants on duty are considered to have complied with the applicable legal provisions/rules. The forms of violations that occur at the Banggai Regency PUPR Office can be categorized as small because the average form of violations that occur such as delays in work hours that still exist that are not in accordance with the rules. (Results of an interview with the Secretary of the PUPR Office of Banggai Regency Dedy Lakita, ST. M.Eng, March 7, 2025)

CONCLUSION

Based on the research findings and discussions, it can be concluded that the implementation of Government Regulation Number 94 of 2021 concerning Civil Servant Discipline at the Public Works and Spatial Planning Office of Banggai Regency has been carried out in accordance with applicable laws. The implementation of discipline is evidenced by the attendance rates of Civil Servants, where in April, 13 individuals had a No Information status for more than 3 days, which decreased to 5 individuals in June. Civil Servants with unexcused absences, whether less than or more than 3 days, receive sanctions in accordance with the provisions outlined in the Government Regulation, including Oral/Written Reprimands and deductions from Performance Allowances or Additional Income Allowances as regulated by the Banggai Regent Regulation. The imposition of disciplinary sanctions is conducted by the Banggai Regency PUPR Office through stages ranging from coaching and administration to enforcement at a higher level, involving coordination with entities such as the Banggai Regency BKPSDM, the Banggai Regency Regional Inspectorate, the Banggai Regency Regional Secretary, and the Banggai Regent. Factors influencing the implementation of Government Regulation Number 94 of 2021 within the work environment of the PUPR Office of Banggai Regency include

timeliness, utilization of facilities, high responsibility, and adherence to established regulations.

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