

ABSTRAK

Fakhri Muhammad Ihsan : “Pelaksanaan Peraturan Disiplin Pegawai Negeri Sipil Berdasarkan Peraturan Pemerintah Nomor 94 Tahun 2021 Tentang Disiplin Pegawai Negeri Sipil di Dinas Ketahanan Pangan dan Peternakan Provinsi Jawa Barat”

Kedisiplinan Kinerja Pegawai Negeri Sipil merupakan cerminan penting dan menentukan. Berhasil tidaknya misi dari pemerintah tergantung dari aparatur negara karena pegawai negeri merupakan aparatur negara untuk menyelenggarakan pemerintahan dalam mewujudkan cita-cita pembangunan nasional. Tulisan ini mengkaji masalah pokok yaitu: Bagaimana pelaksanaan peraturan kedisiplinan Pegawai Negeri Sipil berdasarkan Peraturan Pemerintah Nomor 94 Tahun 2021 tentang Disiplin Pegawai Negeri Sipil, dan bagaimana penerapan sanksi terhadap pelanggaran disiplin pegawai negeri sipil di Dinas Ketahanan Pangan dan Peternakan Provinsi Jawa Barat. Penelitian ini bertujuan untuk melihat bagaimana pelaksanaan disiplin pegawai, apa saja kendala-kendala dalam pelaksanaan disiplin PNS dan bagaimana meningkatkan peraturan disiplin PNS di DKPP Provinsi Jawa Barat. Metode yang digunakan dalam penelitian ini adalah yuridis empiris. Hasil penelitian menunjukkan bahwa di DKPP Provinsi Jawa Barat sebagian besar pegawainya sudah menaati disiplin pegawai berdasarkan PP No. 94 Tahun 2021. Hanya ada beberapa pelanggaran kecil (sanksi ringan), seperti terlambat masuk kantor. Adapun sanksi bagi pelanggar disiplin PNS berdasarkan PP No 94 Tahun 2021 terbagi ke dalam 3 yaitu: Hukuman Disiplin ringan; Hukuman Disiplin Sedang; dan Hukuman Disiplin Berat. Berdasarkan hasil penelitian, ketiga hukuman tersebut memang ada sebagai sanksi apabila pegawai melakukan pelanggaran disiplin. Sanksi yang diberikan sesuai dengan jenis pelanggaran yang dilakukan. PNS di DKPP Provinsi Jawa Barat hingga saat peraturan terbaru ini ditetapkan dan dilaksanakan, sudah ada yang mendapatkan Hukuman Disiplin Ringan berupa teguran lisan dan tertulis, dan Hukuman Disiplin Berat berupa pemecatan secara terhormat. Kesimpulan penelitian menunjukkan bahwa penerapan sanksi membawa dampak positif terhadap kedisiplinan pegawai.

Kata Kunci : Disiplin Pegawai, PNS, DKPP

ABSTRACT

The performance discipline of civil servants is an important and decisive reflection. The success or failure of the mission of the government depends on the state apparatus because civil servants are the state apparatus to organize the government in realizing the ideals of national development. This paper examines the main problems, namely: How is the implementation of civil servant discipline regulations based on Government Regulation Number 94 of 2021 concerning Civil Servant Discipline, and how is the application of sanctions against violations of civil servant discipline at the Food Security and Livestock Service Office of West Java Province. This study aims to see how the implementation of employee discipline, what are the obstacles in the implementation of civil servant discipline and how to improve civil servant discipline regulations at DKPP West Java Province. The method used in this research is empirical juridical. The results showed that in DKPP West Java Province, most of the employees have complied with employee discipline based on PP No. 94 of 2021. There are only a few minor violations (minor sanctions), such as being late for work. The sanctions for violators of civil servant discipline based on PP No. 94 of 2021 are divided into 3, namely: Light Disciplinary Punishment; Moderate Disciplinary Punishment; and Severe Disciplinary Punishment. Based on the research results, these three penalties do exist as sanctions if employees commit disciplinary violations. The sanctions given are in accordance with the type of offense committed. Civil servants at DKPP West Java Province up to the time this latest regulation was established and implemented, there have been those who received a Mild Disciplinary Punishment in the form of verbal and written warnings, and a Severe Disciplinary Punishment in the form of honorable dismissal. The conclusion of the study shows that the application of sanctions has a positive impact on employee discipline.

Keywords: Employee Discipline, Civil Servants, DKPP