

# **Employee Work Discipline at the Patilanggio Sub-District Office, Pohuwato Regency**

**Gretty Syatriani Saleh**

Faculty of Social Science and Politic, Universitas Pohuwato, Indonesia

Email: [grettysaleh@gmail.com](mailto:grettysaleh@gmail.com)

**(Received: January 10-2021; revised: February 10-2021; published: February 14-2021)**

## **ABSTRACT**

The purpose of the study was to find out and obtain an overview of employee discipline at the Patilanggio sub-district office, Pohuwato district. The object of the research is the employee at the Patilanggio sub-district office, Pohuwato district. which this research was conducted for approximately 2 months, while the research design, the authors used qualitative methods, with research informants 10 informants. The results showed that employee discipline through the role of leaders at the Patilanggio sub-district office, Pohuwato district, was seen in the implementation of the implementation through services provided by civil servants at the Patilanggio sub-district office, which had been carried out together. The leadership of the sub-district head who has supported the duties of employees carried out through direction, guidance and supervision has become an encouragement for employees to carry out their service duties properly. The camat's attention in disciplining his employees is an obligation that must be carried out in order to achieve the goals of the organization. Cmat as government administrators provide services to the community through the assistance of existing employees, in accordance with their respective duties. Effective leadership will only be realized if it is carried out in accordance with its function together with subordinates. Discipline in the concept of the motivational dimension for civil servants at the Patilanggio sub-district office is a very supportive dimension in the administration of government, especially in providing public services. Employees who are spearheading public services at the Patilanggio sub-district office always carry out their duties and functions in accordance with their duties and functions and based on applicable regulations. Employees are given motivation in improving all services provided to the community, it cannot be separated from the role of all elements of leadership, especially in building a conducive work climate and pleasing employees in carrying out their responsibilities. The encouragement given by the leadership to subordinates can grow in giving birth to initiative in carrying out their work. Overall, employees have the responsibility to achieve the organizational goals of the Patilanggio sub-district office, Pohuwato district. The third dimension of the work discipline of employees at the Patilanggio sub-district office is the enforcement of discipline through their daily activities.

**Keywords:** Apparatus Dicipline, Implementation, Employee Performance.

## **INTRODUCTION**

In realizing national goals (Engkus, 2018; Fitriana, 2018; Sinaga, 2018), it is necessary to have civil servants as elements of the state apparatus who are full of obedience and high awareness of duties and responsibilities based on Pancasila and the 1945 Constitution as well as having a good mentality and noble character to implementing and implementing regulations made by the government and the state, played by organizational employees, greatly determines the success of the organization in achieving the goals that have been set. To be able to organize and direct appropriately so that employees can work more efficiently and effectively, it (Dharma & Akib, 2004; Rahmat et al., 2021) needs to get serious and serious attention from organizational management. One of the keys to the success of a company (Jamaluddin et al.,

2017; Salam et al., 2021) in achieving its goals is largely determined by the abilities and skills of its employees in addition to the ability to mobilize subordinates or employees of the organization's leadership itself.

In a good organization, not only reliable human resources are needed (Dessler, 2015; Maarif & Kartika, 2021; Samsuni, 2017; Suharto, 2021), but work discipline must also get serious attention. Employee discipline will greatly support the overall performance of the organization. In addition, actions against disciplinary violations must be carried out in accordance with the provisions and in accordance with the level of violations committed by the employee.

The awareness of each individual to implement every rule and norm that applies in the organization is an illustration of the implementation of discipline (Andika, 2018; Ichsan et al., 2020; Labudo, 2013; Susanto, 2017), because without this awareness it will be difficult to implement discipline at work. The rules and norms that have been set for employees are an inseparable unit. Likewise, if the regulations do not go well, it will result in disciplinary action that is detrimental to the organization and the employees themselves. And according to the laws and regulations (PP No. 53 of 2010) are: In PP No. 53 of 2010 in carrying out the main tasks, functions and responsibilities, the local government must pay attention to the performance of the sub-district government apparatus itself which will carry out and manage the process of government activities. and regional development, because the success of the implementation of development in the sub-district government will be largely determined by the achievement of good government apparatus performance.

(Akib, 2021; Akib & Darwis, 2015; Saggaf et al., 2017) in organizations have a very important role in improving employee work discipline. With an example, a good leader will set an example for organizational members to obey and obey the rules that have been set and create employees who have good work discipline as well. In addition to leadership, the role of sanctions for employees who violate organizational regulations plays an important role in maintaining employee work discipline, sanctions or penalties should be reasonable for each disciplinary level, educating and can be a motivational tool to maintain discipline in the company or organization. Motivation is also a factor that cannot be ignored in improving work discipline. Because with this motivation, employees will be more enthusiastic/active in carrying out the duties of an organization. Therefore motivation must be considered to improve work discipline as expected. The Patilanggio Camat Office is a government administration that has duties and functions in the administration of government services. To achieve the government's goals, it can be seen from the employee work system, employee work climate, work discipline and employee absenteeism when carrying out their duties. However, in reality, the staff at the Patilanggio Sub-district office still looks like the problem is more in the lack of discipline in carrying out their duties, employee absences only meet the requirements for disbursing Regional Performance Allowances (TKD), attendance at morning and afternoon apples is not maximized, attendance during working hours is still lacking, and there are still employees who do not carry out their duties wholeheartedly. From the description above, it is necessary to conduct a more in-depth study with the title: Employee Discipline at the Patilanggio Sub-district Office, Pohuwato Regency.”

## **METHOD**

In this study the author uses a descriptive type of research with a qualitative approach (Strauss & Corbin, 2003; Yuliani, 2018). Descriptive research is research conducted based on problems in the hope of obtaining an overview based on the facts in the field, making it easier

for the author to obtain supporting data for research. The type of method used in the research is qualitative. Qualitative method is where to understand the phenomenon of research through actions, behavior, perceptions holistically and descriptively through words.

The object of this research is Employee Discipline at the Patilanggio Sub-district Office, Pohuwato Regency. This research was conducted for 2 months. Primary data is data obtained from informants conducted directly by researchers. The data obtained from the research site, namely the Patilanggio Sub-District Office, Pohuwato Regency, were directly obtained through the results of interviews with informants and other informants who knew very well about the research problem. research or outside the research location that completes information on research problems. The data collection techniques carried out by the researcher are as follows: Observation is a data collection activity by direct observation at the research location on phenomena related to the research focus and recording into research notes. Interviews, namely collecting data through distributing a list of questions to informants, both key informants and other supporting informants. Documentation, namely the collection of secondary data obtained based on reports issued by the Patilanggio Camat Office, can also conduct a literature study on a number of literatures related to the research title.

Data analysis is the process of preparing so that it can be interpreted according to the type of research that the author uses in this study, so for management and the author will use qualitative descriptive analysis. Qualitative data will be described with words or sentences that are separated according to categories to obtain conclusions. After the data has been collected, the data is then grouped and tabulated with supporting information in explaining the results of the study to be analyzed qualitatively in analyzing the collected data.

## **RESULT AND DISCUSSION**

### **Result**

Patilanggio sub-district is the result of the division of Marisa sub-district in October 2003 according to district regulation No: 03 of 2006. The name Patilanggio is taken from a mountain in the area which is called Mount Patilanggio according to people's beliefs. The white flag that flew in the past, historically there were graves that moved. So Mount Patilanggio was taken to be the name of the District, namely Patilanggio District. The area of the Patilanggio sub-district is + 298.82 KM<sup>2</sup> with the following boundaries:

To the north it is bordered by Toli-toli . Regency

In the east, it is bordered by the sub-districts of Ubuntu and Duhiadaa

To the south is bordered by Tomini Bay and

In the west it is bordered by Patilanggio District

Patilanggio District consists of 6 villages, namely: Manawa Village, Dulomo Village, Sukamakmur Village, Iloheluma Village, Dudepo Village, Balayo Village. The population density of Patilanggio in 2010 was 29 people per km<sup>2</sup>. The most densely populated village was Manawa, at 260 people per km<sup>2</sup>, while the lowest was Balayo at 17 people per km<sup>2</sup>. The sex ratio of the Patilanggio population is 106. This means that for every 100 female residents there are 106 male residents, or it can be said that the number of male residents in Patilanggio is more than the female population. agriculture, services and other sectors.

In the context of administering government affairs, services and empowerment to the community, the Patilanggio sub-district sets the following vision: The Realization of Dynamic, Harmonious, Quality Governance and Development Based on Faith and Piety to God Almighty. And to support and realize the vision above, the Patilanggio sub-district has set a mission: To

develop a responsible sub-district and village government management system. Improving the quality of sub-district and village government apparatus in providing good services to the community. Encouraging and developing innovation, creativity of government apparatus and the community in carrying out material and spiritual development based on faith, and piety to God Almighty. Based on the results of research on employee work discipline through leadership indicators, it can be described as follows:

Indicator of Discipline is leadership . The results of the author's interview with one of the sub-district office employees namely, HR stated that: Employee discipline is largely determined by how the leadership of the head of the office, in this case the sub-district head, directs employees in carrying out their duties and functions properly and correctly and always pays attention to working hours on time. The working hours applied are in accordance with the existing rules. Not violating the applicable rules.”

The results of the interview above can be described that the leadership of the head of the sub-district office has a lot of impact on the discipline of employees in carrying out their duties and functions as public servants, especially people who need services in the office. In carrying out their duties, employees have carried out in accordance with applicable regulations and paid attention to the punctuality of service delivery. Employees feel responsible for the work because they always get the attention of a leader so that employees complete their tasks on time. Employees always come according to the provisions of working hours.

Furthermore, the author can describe the results of an interview with an employee of the Patilanggio sub-district office, namely, KP who stated that: "the leadership at the Patilanggio sub-district office always treats employees well, employees work according to the direction of the leadership. Employees in carrying out work in a timely manner, the application of discipline in the sub-district office in accordance with applicable rules."

The results of the author's interview with the informant above, it can be explained that the leadership plays an important role in service delivery so that the discipline that is the hope of the agency in fulfilling public services can be realized. What the community really wants is the punctuality of employees in providing services.

Another informant, AM, as a member of the public stated that: "The relationship between leadership and employees in the sub-district office related to service is good, because the sub-district head provides direction in every situation in achieving goals and services that satisfy the public. The implementation of work discipline at the sub-district office has been going well, but in terms of enforcing discipline, I think there are still employees at the sub-district office who are negligent in obeying the applicable rules such as their presence.”

Another informant's statement, namely MP, that: "In my opinion, some are appropriate and some are not in accordance with the rules of employees in carrying out their duties according to existing procedures. ." From the statements of the informants above, the authors can describe employee discipline whose indicators are leadership that leadership involvement in realizing employee discipline at the Patilanggio sub-district office is very necessary because it is directly related to all regulatory provisions that apply in the institution. If seen from the statement above, the leadership ability is very influential in disciplining employees in providing quality services. Considering that service is closely related to discipline and the role of leaders as controllers of all elements in the Patilanggio sub-district office, Pohuwato district.

The opinion of another informant, namely MA's mother, said that: "The leadership attitude of the head of the sub-district office encourages employees to provide good services to the community, for example if the sub-district head sees that there are people who come to take care of something, then the sub-district head always says that it's fine. To serve the community, yes, so that they feel happy with the services we provide, there will be satisfaction for those we

serve. Discipline enforcement to employees is applied in accordance with the rules "Motivation is the second indicator, it can be described based on the results of the author's interviews with several informants, including the following: "It was said by Mrs. each other, providing motivation so that employees can carry out their duties in accordance with the rules and disciplines that apply in our office."

Motivation is something that is really needed by every employee in the Patilanggio sub-district office, because with this motivation employees can carry out or complete tasks according to public expectations. Employees in carrying out their duties and functions as public service officers must have motivation both from within an employee and from outside themselves. Motivation is needed in order to achieve the goal of good service in the sub-district office. Work motivation can be developed if new needs or goals arise through the leadership role in the Patilanggio sub-district office environment.

Another opinion from an informant on behalf of MA, it was stated that: "The spirit of the employee's work in carrying out his work, the employee carries it out sincerely and with full responsibility. The employee's concern for other co-workers is well established and helps each other. the leadership encourages employees to perform well so that it has an impact on the provision of performance allowances, all work is carried out properly in accordance with the rules and with high dedication." From the results of the interview above, the author can argue that the work motivation of the employees at the Patilanggio sub-district office has been built, but it still requires support from all elements in the Patilanggio sub-district office, especially the sub-district head, because even though the employees have been given motivation, it is only done when work is ongoing. However, if the work has been completed, the motivation usually decreases again, and still requires the role of all leaders in the Patilanggio sub-district office environment. Thus, increasing employee motivation will improve individual, group and organizational performance.

The statement from the Head of the Patilanggio Sub-district, namely HE, regarding motivation can be described as follows: "As the sub-district head, I try to encourage the employees in this office so that they are always enthusiastic in carrying out their work. My employees give encouragement so that in providing services to the community always in a good way, sincere in work, working according to their respective duties, always coming to the office on time, caring for other co-workers are well established and helping each other, results Employee work always satisfies the leader because according to existing procedures, I try to provide good motivation and direction in accordance with the provisions in force at this sub-district office."

Based on the statements of the informants above, the authors can provide an explanation that the sub-district head of Patilanggio has tried earnestly in providing motivation to his employees in carrying out the duties and work of employees in the office so that employees can work well and sincerely in providing services to the community. requiring the services of existing employees. Motivation is done by learning how to influence employee behavior. So that employees can carry out their duties properly and correctly. Another informant met by the author is the Secretary of the IB Camat, who stated that: "I as the leader in this office always encourage employees in carrying out their work so that they can work with full responsibility. so that they always maintain good relations with fellow co-workers and that good relations greatly support the implementation of their duties and work, so that they seem good and are quite satisfying for us leaders here. We, the leadership element, always encourage employees to do good work so that it has an impact on the provision of regional performance allowances which are part of the Pohuwato district government program." The statement above can be explained that the head of the Patilanggio sub-district office approached through efforts to

encourage or provide encouragement to employees in the sub-district office through various ways so that employees were motivated to carry out their duties and functions well. The approach is taken so that services to the community are their responsibility to be carried out sincerely and correctly. Because motivation is needed by employees so that they work well and positively. Motivation is a psychological process that generates and directs behavior towards the achievement of organizational goals. The real motivation is to encourage employees to get what they need. This is what leaders must do to maintain the employee's work climate so that they are satisfied with the results of their work. Recognition of achievements or work results becomes more enjoyed by the employee by pleasing them so that employees are more focused on their duties and responsibilities towards their work.

The third indicator is the enforcement of discipline which can be described through the results of the author's interviews with several informants, including: Mrs. NH, who stated that: "What I feel right now is that the leadership is actively improving employee discipline. The leaders in this case are the sub-district head and sir Sekcam always reminds, directs and even rebukes employees who are not disciplined, the leadership reprimands both verbally and in writing, leadership in providing sanctions for employees who are not disciplined in accordance with government regulations. As for the punishment, the sanctions are given in accordance with government regulations that have been set or according to the disciplinary rules of the ASN."

Based on the results of interviews with the informants above, it can be explained that the implementation of discipline for employees at the Patilanggio sub-district office has been going well, although it has not been maximally implemented by employees in the office. The head of the sub-district office as a discipline enforcer has an important role in the application of this discipline. Therefore, the leadership in this case must be open to always fostering, directing and even providing sanctions if there is a disciplinary violation that cannot be tolerated and based on the provisions of the applicable regulations. Discipline enforcement is a must in the Patilanggio sub-district government in the success of the organization's goals in the context of good service to the public through the various services provided. In providing services, it is strongly supported by the presence of employees at the service area, so that attendance should not hinder the running of services to the community, especially those who really need these services.

Another informant's opinion was conveyed by Mrs. SU, that: "the role of leadership is actively in improving employee work discipline where employees are always given quality direction both through staff meetings and every evaluation meeting which is held once a week. The leadership always rebukes employees who are not disciplined. And for employees who violate discipline, sanctions are given in the form of verbal and written warnings in accordance with government regulations that have been set." From the results of interviews with the informants above, the author can explain that the discipline applied at the Patilanggio sub-district office has an impact on the ability of employees to fulfill their work and main tasks. Good service that is the goal can be felt by the service recipient community. This is because the punctuality of an employee's entry to work is a determinant in carrying out the duties of an employee. Satisfactory service is the goal in achieving shared expectations between leaders and subordinates so that they reflect the quality of leadership in the organization.

Furthermore, the author provides an overview of the results of interviews with community leaders, namely Mr. AN, it is stated that: "The leadership at the sub-district office actively increases work discipline for employees. The active role of the leadership element in conducting evaluations so that it can be seen that employees are doing their jobs well or not, if there are employees who do not obey the rules, the leadership does not hesitate to rebuke the employee firmly. Firmness in providing punishment for employees who are not disciplined in stages, and in accordance with the rules governing the course of a good service system."

Another opinion from the community, namely Mrs. MP, stated that: "The leadership actively plays a role in increasing employee work discipline where the leadership always rebukes employees who are not disciplined. The sanctions imposed on employees who are not disciplined are in accordance with the provisions of the applicable regulations, namely regarding employee discipline which is the basis for determining the sanctions given to employees with scabies (lack of discipline). As for the sanctions that I have in the form of cutting performance allowances."

Based on the results of the interview above, the author can provide a description of the dimensions of the application of discipline to employees at the Patilanggio sub-district office that discipline enforcement is very supportive in providing quality services to the community, this is done so that employees in carrying out their duties and functions are very punctual. has been regulated by the leadership based on the applicable provisions and regulations regarding the discipline of the apparatus. Law enforcement for employees who have violated disciplinary rules is carried out in stages according to the level of violation committed by the employee. As has been stipulated in government regulations concerning the discipline of state civil servants. The sub-district government plays a role in giving warnings to employees with the intention that employees realize how big their responsibility is in realizing the ideals and goals of the Patilanggio sub-district organization through its vision and mission. To produce employees who comply with discipline in carrying out their duties and work, employees really have to be the attention of the leadership through various approaches.

## **Discussion**

By paying attention to the results of the study and the description described by the author, a discussion of the research problems is carried out as follows:

### **Leadership dimensions of the Discipline indicator**

Based on the results of the research that employees get attention from the head of the Patilanggio sub-district office through direction, guidance and giving sanctions to employees who are not disciplined in fulfilling working hours. Discipline enforced by the leader based on the rules if the employee has violated these rules. The role of the leader has an impact on satisfying service to the community. Employees with their respective duties provide services in accordance with the services needed by the community. In essence, the leader carries out his duties as a supervisor, a supervisor who has responsibilities to his subordinates so that they can carry out their duties properly and correctly. Leadership in the Patilanggio sub-district office under the leadership of a camat certainly cannot be separated from its function as service control. The camat leadership is a means of building working relationships with employees, because good relations between employees and leaders are a very important factor in realizing the organizational goals of the Patilanggio sub-district. Employees who are subordinates have the opportunity to convey everything that is good, even in carrying out their duties employees feel that they get attention from the leadership, so that employees work have enthusiasm in achieving the goals of the sub-district government. In these circumstances, leadership plays an important role in improving the work climate of employees in carrying out their duties as public servants.

In carrying out their duties, employees are always given direction so that they always pay attention to the accuracy of working hours. Because usually people who need service come to the office earlier than the employees. This is the cause of service quality if it is not anticipated

before employees receive sanctions for their negligence. The highest leadership is the sub-district head who plays a very urgent role in maintaining the conditions of the work environment and all employees so that employees can work well and improve work efficiency and effectiveness and minimize employee errors or indiscipline in fulfilling working hours.

The Camat as the leader in the administration of government in the sub-district has the task of serving the community, who is assisted by employees who become his subordinates in providing public services (Inu Kencana: 2003:12). From this opinion, it can be explained that the patilanggio sub-district office employees always carry out their duties and responsibilities as public servants by paying attention to the role of a sub-district head as a controller in the process of administering public services. The Camat leadership becomes the director, coach and supervisor in the administration of public services.

### **Motivation dimension which is the second indicator of employee discipline.**

As the author has explained in the results of research on employee discipline issues at the Patilanggio sub-district office, pohuwato district, an explanation can be given through discussions such as the following. Employees in carrying out their duties and functions as public servants need to get encouragement from all elements in the Patilanggio sub-district office environment, especially for leaders who are the main drivers in building a conducive and dynamic work atmosphere. Employees who are the main element in providing services to the community, need to get positive encouragement from the leadership so that employees in carrying out their obligations as state officials can provide satisfactory results for the community and the organization, namely the Patilanggio sub-district office. Motivation that comes from within a person as well as from outside himself, for example, leaders need to create conditions where employees can motivate themselves.

Leaders need to give employees reasons to believe in themselves and the organization they work for. The leadership's encouragement to employees can be seen from the many employee initiatives in doing work. The ability of employees to take initiative depends on their empowerment and an environment that recognizes their contribution. All subordinates need to be encouraged by the leadership to achieve organizational goals together.

Employees are encouraged by the leadership in achieving so that it will have an impact on providing performance benefits if all work is carried out in the way expected by the leadership in this case the Camat. Often employees who have been given motivation but not continuously or not continuously, sometimes only when they are given a task but when the work has been done it will look like usual or the level of motivation decreases. However, if employee motivation increases, it will certainly have an impact on increasing their performance. "A good manager has the characteristics of having a commitment to work, collaborating with subordinates, trusting people, being loyal to coworkers, and avoiding office politics. (In wibowo, 2017:325).

The sincerity of the Patilanggio Camat in building employee performance can be seen from the provision of a lot of encouragement and attention to employees in order to achieve good work results. The commitment of all elements in this organization is a driving force for employees who are involved in their work every day by improving services so as to satisfy customers or people who need services. Motivation is given to employees by influencing behavior so that they can carry out their work well. Motivational goals are given so that employees can generate work enthusiasm by fulfilling needs in achieving organizational goals.

### **Dimension is the enforcement of discipline**



What can be explained is that the importance of action in creating work results that satisfy the community because of the fulfillment of what is the hope of what is the goal of the service itself. Efforts made by the sub-district head in enforcing work discipline for employees at the sub-district office are a priority because discipline enforcement will have an impact on employee performance if discipline is accompanied by rewarding those who perform well and punishment for those who violate or are not disciplined. The sanction as a punishment for those who violate is in the form of a reduction in the regional performance allowance which is their right.

Enforcement of rules by the leadership is a lesson for employees in respecting the rules that have been implemented in the sub-district office. Discipline enforcement must be accompanied by an approach from the leadership through an always open attitude, communicating well with all existing elements, especially to employees and co-workers in the Patilanggio sub-district office environment. Thus the enforcement of discipline is not a threat but is a driving force for employees to improve performance and services that meet the satisfaction of service users.

The needs of the community will be fulfilled properly if the presence of employees at the sub-district office is on time, because the untimely arrival of employees at the office makes people wait and will hinder service. Timely service will give a good impression to the community, because satisfying the customer is the goal to be achieved in the organization of the sub-district office. The role of leadership in enforcing discipline is carried out by having a firm attitude towards employees and giving sanctions to employees with the aim of making employees as a whole prioritize working time over others based on applicable regulations. Discipline enforcement is also carried out in stages according to the level of violations committed by employees.

The sub-district government as an extension of the Pohuwato district government has the task of enforcing discipline, especially for civil servants (ASN) who are employed at the Patilanggio sub-district office so that if this is done this is a form of responsibility for the existing leadership. In realizing the goals and vision and mission of the Patilanggio sub-district office, the leadership together with employees comprehensively to make it happen through community satisfaction with the services provided by employees at the Patilanggio sub-district office, Pohuwato district, very much supported by the leadership's attention to subordinates with various forms of attention and approaches.

## **CONCLUSION**

Based on the results of the research and discussion that have been described above, the authors can describe the following conclusions: Employee discipline through the role of leaders in the Patilanggio sub-district office, Pohuwato Regency is seen in the implementation of implementation through services performed by civil servants in the Patilanggio sub-district office, which have been run together. The leadership of the sub-district head who has supported the duties of employees carried out through direction, guidance and supervision has become an encouragement for employees to carry out their service duties properly. The Camat's attention in disciplining his employees is an obligation that must be carried out in order to achieve the goals of the organization. Camat as government administrators provide services to the community through the assistance of existing employees, in accordance with their respective duties.

Effective leadership will only be realized if it is carried out in accordance with its function together with subordinates.

Discipline in the concept of the motivational dimension for civil servants at the Patilanggio sub-district office is a very supportive dimension in the administration of government, especially in providing public services. Employees who are spearheading public services at the Patilanggio sub-district office always carry out their duties and functions in accordance with their duties and functions and based on applicable regulations. Employees are given motivation in improving all services provided to the community, it cannot be separated from the role of all elements of leadership, especially in building a conducive work climate and pleasing employees in carrying out their responsibilities.

The encouragement given by the leadership to subordinates can grow in giving birth to initiative in carrying out their work. Overall, employees have the responsibility to achieve the organizational goals of the Patilanggio sub-district office, Pohuwato district. The third dimension of employee discipline at the Patilanggio sub-district office is the enforcement of discipline through the law. The Government of Patilanggio District, Pohuwato Regency, in the context of enforcing discipline through the law, from the results found by the author that enforcement of discipline for employees has been carried out, although it does not mean that enforcement of discipline is still limited to reducing performance allowances. Because the employees at the Patilanggio Sub-district Office in carrying out their duties and functions as public services show good results. However, all of that cannot be separated from the guidance, direction and supervision carried out by all elements in the Patilanggio sub-district office in creating quality and satisfying services. Enforcement of employee discipline based on applicable regulations and provide support to employees to prioritize public or community interests over personal interests. The efforts made by the head of the Patilanggio sub-district office strongly support the implementation of the duties and functions of employees as public servants.

## REFERENCES

- Akib, H. (2021). Transpormasi Kepemimpinan Publik pada Era Globalisasi". *Orasi Ilmiah*.
- Akib, H., & Darwis, M. (2015). Pengaruh Gaya Kepemimpinan Transformasional Kepala Sekolah Terhadap Kinerja Guru Pada SMK Negeri 1 Bungoro Kabupaten Pangkep. *Jurnal Office*, 1(1), 80–87.
- Andika, R. (2018). Pengaruh komitmen organisasi dan pengawasan terhadap disiplin kerja karyawan pada pt artha gita sejahtera Medan. *Jumant*, 9(1), 95–103.
- Dessler, G. (2015). *Manajemen sumber daya manusia*.
- Dharma, S., & Akib, H. (2004). Kreativitas sebagai esensi dan orientasi pengembangan Sumber Daya Manusia. *Jurnal Usahawan*, 6, 29–36.
- Engkus, E. (2018). Optimalisasi Government-Business Partnership (Gbps) Di Era Disruptif Dan Governansi Digital Untuk Mewujudkan Tujuan Nasional Berkelanjutan. *Proceeding Seminar Nasional Business, Government, And The Public: Optimalisasi Government-Business Partnership (Gbps) Di Era Disruptif Dan Governansi Digital Untuk Mewujudkan Tujuan Nasional Berkelanjutan*, 1(1), 1–20.
- Fitriana, M. K. (2018). Peranan Politik Hukum dalam Pembentukan Peraturan Perundang-Undangan di Indonesia sebagai Sarana Mewujudkan Tujuan Negara (Laws And

Regulations In Indonesia As The Means Of Realizing The Country'S Goal). *Jurnal Legislasi Indonesia*, 12(2).

- Ichsan, R. N., Surianta, E., & Nasution, L. (2020). Pengaruh disiplin kerja terhadap kinerja pegawai negeri sipil (PNS) di lingkungan Ajudan Jenderal Daerah Militer (Ajendam)-I Bukitbarisan Medan. *Jurnal Darma Agung*, 28(2), 187–210.
- Jamaluddin, J., Salam, R., Yunus, H., & Akib, H. (2017). Pengaruh budaya organisasi terhadap kinerja pegawai pada dinas pendidikan provinsi sulawesi selatan. *Jurnal Ad'ministrare*, 4(1), 25–34.
- Labudo, Y. (2013). Disiplin Kerja dan Kompensasi Pengaruhnya terhadap produktivitas karyawan. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 1(3).
- Maarif, M. S., & Kartika, L. (2021). *Manajemen kinerja sumber daya manusia*. PT Penerbit IPB Press.
- Rahmat, M., Akib, H., Rizal, M., Sakawati, H., & Aslinda, A. (2021). Hubungan Budaya Organisasi Dengan Inovasi Perusahaan Correlation of Organizational Culture with Company Innovation. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 4(2), 145–152.
- Saggaf, M. S., Wahyuddin, B. A., Akib, H., & Nasrullah, M. (2017). Peranan Kepemimpinan Kepala Sekolah di SMK Panca Sakti Makassar The Role of Principal Leadership in Vocational Schools Panca Sakti Makassar. *Jurnal Office*, 3(2).
- Salam, R., Akib, H., & Arsalan, S. (2021). Faktor organisasi yang mendukung pelaksanaan fungsi MITRA. *Jurnal Administrasi Publik*, 17(1), 79–94.
- Samsuni, S. (2017). Manajemen sumber daya manusia. *Al-Falah: Jurnal Ilmiah Keislaman Dan Kemasyarakatan*, 17(1), 113–124.
- Sinaga, N. A. (2018). Peranan Asas-Asas Hukum Perjanjian Dalam Mewujudkan Tujuan Perjanjian. *Binamulia Hukum*, 7(2), 107–120.
- Strauss, A., & Corbin, J. (2003). *Penelitian Kualitatif*. Yogyakarta: Pustaka Pelajar.
- Suharto, R. B. (2021). *Ekonomi sumber daya manusia*. RV Pustaka Horizon Anggota Ikapi.
- Susanto, A. (2017). Proses Habitiasi Nilai Disiplin Pada Anak Usia Dini Dalam Kerangka Pembentukan Karakter Bangsa. *Sosio Religi: Jurnal Kajian Pendidikan Umum*, 15(1).
- Yuliani, W. (2018). Metode penelitian deskriptif kualitatif dalam perspektif bimbingan dan konseling. *Quanta*, 2(2), 83–91.