

Implementation of Government Regulation Number 53 of 2010 concerning Dicipline of Civil Servants: Case of Higher Education Institution in Semarang

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Abstract

Cases of violations of ASN discipline are like an iceberg phenomenon, the number of cases that appear on the surface/reported doesn't seem that many, but of course there are still many uninformed cases, this is a concern in itself. Even though the rules contained in Government Regulation Number 53 of 2010 have been implemented concerning PNS/ASN Discipline, cases of disciplinary violations still occur. One of the reasons for the stipulation of PP No. 53 of 2010 concerning Discipline for Civil Servants as a substitute for PP no. 30 of 1980 concerning the discipline of Civil Servants due to the demands of society for improving the performance and service of civil servants in line with the implementation of bureaucratic reforms. In addition to PP No. 53 of 2010, the State Civil Service Agency (BKN) has also prepared a replacement for PP no. 10 of 1979

concerning the evaluation of the implementation of the work of civil servants, which so far is known as DP3, namely PP No. 46 of 2014.

Keywords

Religious Radicalism, Fortifying Radicalism, Indonesian Society

I. Introduction

Civil Servant (PNS) is every citizen of the Republic of Indonesia who has fulfilled the specified requirements, appointed by an authorized official and assigned duties in a state position, or assigned to other state duties, and paid based on applicable laws and regulations. Law No. 05 of 2014 concerning the State Civil Apparatus, hereinafter abbreviated as ASN, ASN is a profession for Civil Servants who work in government agencies.

State Civil Apparatus Employees (ASN Employees) are civil servants and government employees with work agreements appointed by civil service supervisory officials and assigned duties in a government position or assigned to other state duties and paid based on laws and regulations. Civil Servants (PNS) are Indonesian citizens who meet certain requirements, appointed as civil servants on a permanent basis by civil service supervisory officials to occupy government positions.

In order to create discipline in civil servants, there are government regulations to regulate it, which was originally PP No. 30 of 1980 concerning Civil Servant Discipline and which

has now been amended to PP. No. 53 of 2010 concerning Civil Servant Discipline, it took 30 (thirty) years to amend the Law on Civil Servant Discipline.

One of the backgrounds for the stipulation of PP No. 53 of 2010 concerning Civil Servant Discipline as a replacement for PP No. 30 of 1980 concerning Civil Servant discipline is due to public demands for improving the performance and services of civil servants in line with the implementation of bureaucratic reforms. In addition to PP No. 53 of 2010, the State Civil Service Agency (BKN) has also prepared a replacement for PP No. 10 of 1979 concerning the assessment of the implementation of civil servants' work which has been known as DP3, namely PP No. 46 of 2014.

Violations of civil servant discipline informed through social media take various forms, including immoral violations or infidelity, corruption, missing work, being late for attendance not according to the stipulated time, fraud, participating in political parties. Like the following news: "Indiscipline, 500 Bekasi City Government Employees and Officials Sentenced to Wear Yellow and Orange Vests" (Kompas.com January 15, 2019). "Cheating with BUMD Director, Civil Servant in Blora Dismissed" (Kompas.com, May 10, 2020).

Cases of violations of civil servant discipline are like an iceberg phenomenon, the number of cases that appear on the surface / reported does not seem so much, but cases that are still uninformed are certainly still many, this is a concern in itself. Even though the rules contained in Government Regulation Number 53 of 2010 which regulates the discipline of civil servants / civil servants have been implemented, cases of disciplinary violations still exist.

From the background of the above problems, research was raised on the implementation / application of Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants has really been implemented well or not, with the title of the study: "Implementation of Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants (PNS) at State Universities in Semarang".

This study intends to explore the problems faced by leaders in implementing Government Regulation Number 53 of 2010 to civil servants at state universities in Unnes which can be operationally formulated as follows:

- 1 To find out the form, type, background and mode of violation of Civil Servant Discipline at State Universities in Semarang.
2. To find out the implementation process of Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants at State Universities in Semarang
- 3 Knowing the factors that affect the implementation of Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants at State Universities in Semarang

II. Method

1. Research Approach

This research uses qualitative descriptive method conducted at Semarang State University. According to Bogdan and Taylor in Moleong (2007: 44) qualitative research is a research procedure that produces descriptive data in the form of written or spoken words of people or observable behavior.

In this qualitative approach, researchers go directly into the field to research the object of study and hold direct interaction with informants aimed at obtaining in-depth information about the implementation of Government Regulation Number 53 of 2010 concerning the imposition of disciplinary punishment for Civil Servants in State Higher Education in Semarang, including what obstacles are faced and efforts will be made to overcome these obstacles. The informant determination technique is carried out purposively in addition to determining the informant key. The key informants in this study are the Coordinator of the Unnes Civil Service Section, the Education Staff Sub-Section and the Unnes Lecturer Staff Sub-Section, the Ethics Enforcement Team and the discipline of Unnes employees, and the staff of the Personnel Sub-division.

2. **Research Location**

Research on the Implementation of Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants (PNS) at State Universities in Semarang. taking the regional locus at Semarang State University (UNNES), which has the number of Civil Servants (PNS) and Non-PNS at UNNES 1,839 people consisting of lecturers and education staff divided into civil servants and non-civil servants.

3. **Research Focus**

Determination of research focus is carried out so that researchers can make the right decisions about the data obtained. The focus of this research is:

- 1) Form, type, background and mode of violation of

- employee discipline at State Universities in Semarang
- 2) Socialization of the implementation of Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants in State Universities in Semarang
 - 3) Enforcement of Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants at State Universities in Semarang
 - 4) Monitoring the implementation of Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants at State Universities in Semarang
 - 5) Factors affecting the implementation of Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants at State Universities in Semarang.

4. Data Type and Source

There are two sources of data for this study, namely primary and secondary. According to Lofland (in Moleong, 2006: 17) explained that the main data sources in qualitative research are words and actions, the rest are additional data such as documents, and others. The types of data in this study are:

- 1) Primary data is data obtained directly in the field, in the form of interviews with employees at UNNES
- 2) Secondary Data, namely data obtained through reports, books or records related to this problem.

5. Data Collection Techniques

The data collection techniques used in this study are documentation and interview techniques.

1) Documentation

Documentation is carried out by collecting and reviewing writings, journals that discuss issues related to the implementation of Government Regulation Number 53 of 2010 concerning the imposition of disciplinary punishment for Civil Servants at State Universities in Semarang.

2) Interview

In this study, in-depth interview *techniques were carried out in* a structured manner with key *informants* and other informants.

In-depth interviews are conducted with questions so that the informants obtained will be able to multiply research data. In this in-depth interview, the researcher seeks to dive into the psychological and social world of the research subject in this case is the ASN at Unnes. Document recording is carried out to explore data related to routine activities carried out by ASN Unnes. With this interview, it is expected to explore information about the form, type, background and mode of employee discipline violations, in addition to the implementation of Government Regulation Number 53 of 2010 concerning Civil Servant Discipline at State Universities in Semarang.

6. Data Validity

To check the validity of the data in this qualitative research, the level of data confidence with triangulation

techniques is used. Triangulation is a technique of checking the validity of data that utilizes something else (Moleong, 2008: 330).

In this study, triangulation was carried out by comparing the results of interviews between University Staff, General Affairs and Finance Officials, Baperjakat Team. It also compares with existing documents.

In this study, the validity of the data used is by combining two triangulation techniques, namely source triangulation and method triangulation. Triangulation uses a combination of data source triangulation techniques and triangulation methods such as circles. Here is a combination design model of source and method triangulation.

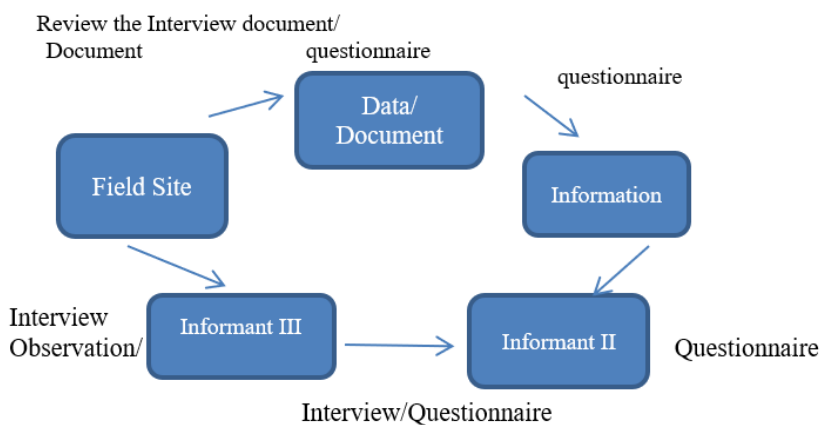


FIGURE 1. Source and Source Triangulation Combination Design Model Triangulation Method

7. Data Analysis Techniques

The data analysis technique in this study is Interaction Analysis (*Interactive Analysis*) with the steps taken are as follows:

- 1). Data presentation: Data presentation is the preparation of a set of information obtained both primary and

secondary that provides the possibility of drawing conclusions and taking action

2). Data Reduction

After the data is collected, it is then reduced, namely classifying, interpreting, simplifying and organizing so that later it is easy to draw conclusions if what is obtained is incomplete, the researcher looks for the data needed in the field.

3). Data Presentation

Once reduced, a set of information is then arranged so as to provide the possibility of drawing conclusions and taking action

4). Conclusion Drawing or Verification

Conclusion drawing or verification is based on data reduction which is the answer to the problems raised in this study

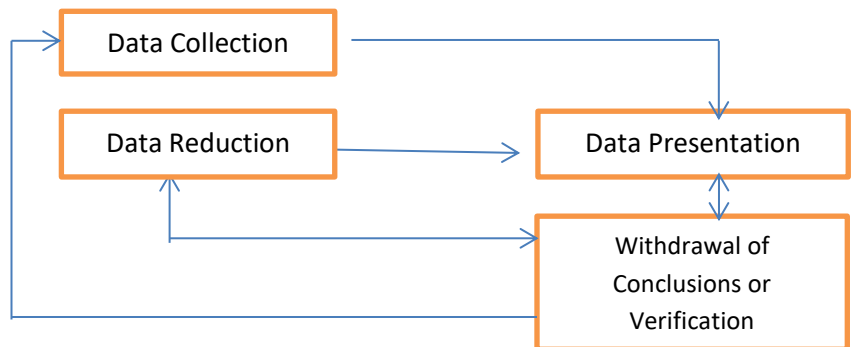


Figure 2. Stages of the Data Analysis Process in Qualitative Research

(Source: Miles in Rachman 2011:175)

Broadly speaking, the steps of data analysis in research can be formulated as follows:

- 1). Determining research informants, this step is taken by recording the number of civil servants in Unnes. After the data on the research subjects were collected, a selection process was carried out on the research subjects, those selected as subjects were ASN Unnes.
- 2). Collecting data by conducting in-depth interviews in accordance with interview guidelines, interview activities with informants are repeated, until obtaining data as complete as possible, then the interview results are transcribed.
- 3). Categorize or group data, usually the interview data is still scattered, because the research subjects interviewed in expressing their thoughts do not have to be sorted but jumped, so the data needs to be sorted and then categorized or grouped according to the content and theme.
- 4). After all data or compiling a narrative of the implementation of Government Regulation Number 53 of 2010 by ASN Unnes.
- 5). Interpreting the implementation of Government Regulation Number 53 of 2010 by ASN at Unnes.

III. Results and Discussion

1. Overview of Research Implementation

This series of research has been started since May 2022, starting with the preparation of proposals and then the preparation of research instruments for the purposes of data

collection in the field. Data collection in this study was conducted through in-depth interviews with informants at Semarang State University, namely the Coordinator of the Personnel Section, the Baperjakat Team and the Direct Supervisor of Education staff and lecturers. In addition to interviews, direct conservation and documentation were also conducted.

After the research data is collected, then testing the validity of the data using source triangulation techniques and triangulation methods, the data that has been obtained from some of these sources is checked with other sources until the data is complete and considered saturated. The data is then analyzed using interaction analysis which includes data presentation, data reduction, and data presentation. The data taken includes the implementation of Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants at Unnes.

2. Overview of the Research Object

1) *Legal Basis*

The forerunner of Unnes has existed since the time of the Dutch Colonial Government. At that time the Dutch government organized a teacher's school above high school. The teacher education institutions that were then established were Middelbaar Onderwijzer A Cursus (MO-A) and Middelbaar Onderwijzer B Cursus (MO-B). Both are educational institutions established to prepare SMTP and SMTA teachers. After Indonesia's independence, MO-A and MO-B courses were held in Semarang until 1950. With Government Regulation No. 41/1950, the MO-A Course was made into a B-1

Course and the MO-B Course was made into a B-II Course which was held until 1950.

On January 1, 1961 with the Decree of the Secretary General of the Ministry of Education, Teaching and Culture No. 108487/S dated December 27, 1960, Course B-1 and Course B-II were integrated into Diponegoro University into a Faculty of Teacher Training and Education (FKIP). Further developments with the issuance of Presidential Decree No. 1/1963 dated January 3, 1963, united FKIP and IPG into IKIP which is equivalent to universities within the Department of Higher Education and Science (PTIP).

The development of IKIP turned into a University until now, since 2009 the change of Unnes from an ordinary ape unit to a Public Service Agency (BLU) is an extraordinary achievement based on the Decree of the Minister of Finance No.362 / KMK.05 / 2008 concerning the Establishment of Semarang State University at the Ministry of National Education as a Government Agency that implements Financial Management of Public Service Agencies, which is valid until now.

2) *Vision and Mission*

UNNES' vision is to become a conservation-minded university with an international reputation, while Unnes' mission is

UNNES' mission is:

- a. Organizing and developing education in educational and non-educational programs that are

superior, conservation-minded, and internationally reputable.

- b. Develop and create science, technology, art, culture, civilization and sports with conservation insight and international reputation.
- c. disseminate knowledge, technology, art, culture and sports with conservation insight and international reputation; and
- d. build and develop institutional cooperation in supporting the strengthening of institutions with international reputation.

3) *Geographical Conditions*

Unnes is one of the state universities in the city of Semarang, has a strategic location in the district of Gunungpati Semarang. The geographical location of Unnes is in Sekaran Village, Gunungpati District, Semarang City, has a campus land of 1,521,520m², with 133 buildings spread across several campuses of Unnes Sekaran, Bendan Ngisor (PPG Campus), Kelud Semarang Campus (Postgraduate campus), Ngalian Semarang (PGSD Campus) and Tegal Kemandungan (PGSD Tegal Campus). In detail, Unnes campus land is seen in the following table:

TABLE 1 Land Area of Unnes Campus

No.	Location	Area (m ²)
1	Pegandan Campus	28.345
2	Kampus Tugu	53.614
3	Kampus Kelud	53.957

No.	Location	Area (m2)
4	Kampus Bendan Ngisor	25.551
5	Sewakul Campus	1.690
6	Sekaran Campus	1.333.279
7	Kampus Tegal	25.084

4) *Overview of ASN at UNNES*

As one of the state higher education institutions in Semarang, Semarang State University (Unnes) in carrying out its main duties and functions certainly cannot be separated from being supported by competent Human Resources and has a strategic role in developing the existence of higher education. Unnes has human resources consisting of lecturers and education staff who are divided into civil servants, Public Service Agency (BLU) staff and contract personnel, a total of 1839 employees led by Rector Prof. Dr. Fathur Rokhman, M.Hum. who is based at the Unnes Sekaran Gunungpati Semarang Campus.

Table 2 Number of Human Resources in Unnes

No.	Lecturer		Education Personnel	
	Civil servants	Non-Civil Servants	Civil servants	Non-Civil Servants
1	1017	112	348	368

3. Implementation of PP Number 53 of 2010 concerning Civil Servant Discipline at UNNES

The implementation of Government Regulation Number 53 of 2010 is a government regulation that regulates the discipline of Civil Servants which contains obligations, prohibitions, and disciplinary punishments for Civil Servants as well as procedures for implementing summons, examinations, impositions, and submission of disciplinary decisions.

As one of the state higher education institutions in Semarang, Unnes has a very strategic role. Roles that correspond to their main duties and functions. The main task of Unnes based on the Regulation of the Minister of Research, Technology and Higher Education Number 23 of 2015 is to organize academic education and can organize vocations in various clusters of science and / or technology and if qualified can organize professional education.

In connection with these main duties and functions, Unnes is supported by human resources consisting of educators / lecturers and educational staff totaling 1839 employees led by the Rector Mr. Prof. Dr. Fathur Rokhman, M.Hum. divided into:

- 1365 (one thousand three hundred sixty-five) civil servants. And
- 480 (four hundred eighty) non-civil servants

As well as having an office at the Unnes Sekaran Gunungpati Semarang campus. Of course, all employees in carrying out their duties and in behaving are regulated by a regulation, including regulations on employee discipline, especially civil servants. In

every government agency, the application of discipline has been regulated in Government Regulation Number 53 of 2010.

Government Regulation Number 53 of 2010 concerning the discipline of civil servants is a guideline for every Civil Servant in Indonesia in terms of the existence and implementation of the main duties and functions of themselves and their institutions. Similarly, in the ranks of institutions at Semarang State University, PP Number 53 of 2010 concerning the discipline of civil servants is a guideline for all human resources (HR), not just civil servants, but also all non-civil servants.

In order to implement PP Number 53 of 2010 concerning the discipline of civil servants at Semarang State University, Unnes in the Civil Service section under the authority of the Vice Rector for General Affairs and Finance has followed up in the internal arrangements of employees, by issuing regulations on employee ethics and rules. In order to carry out preventive functions and enforcement of rector regulations related to employee ethics and rules, examination guidelines are made for employees suspected of disciplinary violations by compiling *Standard Operational Procedures* (SOP) as outlined in Unnes Rector Regulation number 37 of 2015 concerning Standard Operating Procedures for Ethics Enforcement of Semarang State University. Unnes Ethics Enforcement is carried out by a special team formed by the Rector for the benefit of ethics enforcement carried out by Unnes lecturers, education staff and students (article 2).

Unnes Ethics Enforcement SOP has been integrated into Rector's Regulation Number 27 of 2020 concerning Guidelines for Enforcement of Ethics and Employee Discipline within Semarang State University.

Guidelines for Enforcement of Ethics and Discipline of employees within Unnes are guidelines and guidelines for employees within Unnes in complying with the provisions of employee ethics and discipline and other laws and regulations (art. 1).

This guideline aims to provide guidance for direct supervisors and / or the inspection team so that unity of steps is obtained in carrying out the duties of Employee Inspection within Unnes. This guideline regulates the procedures and procedures for conducting examinations of employees who have been suspected of violating the Rector's Regulation related to ethics and discipline of Unnes employees. This guideline is also intended to provide guidance in preparing, implementing and reporting the results of the examination.

The implementation of PP Number 53 of 2010 which has been carried out by Unnes in addition to issuing Rector Regulation Number 27 of 2020 concerning Guidelines for Enforcement of Employee Ethics and Discipline within Unnes also conducts socialization related to PP Number 53 of 2010 and other personnel rules to all employees, both civil servants and non-civil servants and CPNS.

The essence of socialization for employees within Unnes which includes lecturers and educational staff is so that every Unnes employee can know the substance of PP Number 53 of 2010 which is regulated in Rector Regulation Number 27 of 2020, and to find out the purpose of the PP issued and what must be done after the PP is enacted.

4. Enforcement of PP Number 53 of 2010 concerning the Discipline of Civil Servants at UNNES

Discipline enforcement is an effort to develop personnel to improve the discipline and performance of civil servants in an organization. This observation was made to determine how the enforcement of civil servant discipline in improving performance within Unnes based on the provisions of Government Regulation Number 53 of 2010 concerning civil servant discipline.

In Unnes, the enforcement of discipline has also been regulated by Rector Regulation Number 27 of 2020 concerning Enforcement of Discipline and Ethics of employees within Unnes. Enforcement of PP Number 53 of 2010 concerning the discipline of civil servants at Unnes has been carried out using Standard Operating Procedures (SOP) which has been enforced with the issuance of SOPs as outlined in Unnes Rector's Regulation number 37 of 2015 concerning Standard Operating Procedures for Ethics Enforcement at Semarang State University. Unnes Ethics Enforcement is carried out by a special team formed by the Rector, namely the Ethics Supervision and Employee Development Team (PEPP), which was previously a Team of the Position and Personnel Examination Agency (BAPERJAKAT).

If there is a violation, it can be reported through the procedures that have been determined as follows:

- a. Complaints/reports received by the Civil Service Department will be forwarded to the Rector.
- b. Further the Rector forwarded the complaint to the Ethical Surveillance and Officer Construction Team for further processing.

- c. The Ethics and Employee Development Supervisory Team conducts initial identification and reviews cases of violations/reports
- d. After reviewing the cases of violations of ethics and discipline of these employees, the Ethics Supervision Team and employee coaching:
 - 1) Forward the case to the direct supervisor for further processing if it is a disciplinary violation or ethical violation which according to the results of the team's review can be resolved by the direct supervisor;
 - 2) Delivering to the Rector that the resolution of violations be forwarded to the Senate for processing when assessed is a violation of academic ethics in the form of plagiarism; Or
 - 3) Directly examined by the Ethical Surveillance and Officer Construction Team when a violation constitutes an unresolved ethical violation by a direct superior;
- e. The Ethics and Officer-Construction Surveillance Team can provide input to the superior directly on the sanctions to be imposed on the officer in accordance with the officer's case of ethics and discipline violation
- f. The Ethics Supervision and Employee Development Team can provide assistance in every inspection carried out by the direct supervisor. If there is a violation of ethics and employee discipline, an examination is carried out through several stages:
 - 1) Summoning
 - 2) Time and place of inspection
 - 3) Inspection by Direct Superior or Ethical Surveillance Team and Construction Officer or Senate

- 4) Inspection by the Examining Team from the Center
 - 5) Minutes of Examination (BAP)
 - 6) Examination Report
 - 7) Sanctions
- (Copy of Semarang State University Rector's Regulation Number 27 of 2020 concerning Enforcement of Employee Ethics and Discipline in Unnes, Chapter 3).

Summoning stage

At this stage the Rector has received reports from above the person concerned or may be reports from outside parties, which have previously been reviewed in advance by the Coordinator of the Unnes Civil Service.

Employees suspected of committing violations are summoned by their immediate superiors, if it is a violation of ethics or discipline that can be resolved in accordance with their authority. Committed by the Senate if it is a violation of academic ethics in the form of plagiarism, then carried out by the Ethics Supervision and Employee Development Team if it is an ethical violation that cannot be resolved by the direct supervisor.

In the event that a summons to the person concerned regarding violations of ethics or discipline cannot be made, the summons can be made through the family, village head, or village head in the area of domicile of the employee concerned. The disciplinary summons must be received no later than 7 (seven) working days before the date of the examination.

In this call, the summoned employee is unable to fulfill the call or is absent, then a second call is made to be examined no later

than 7 (seven) working days from the date the first inspection should have been carried out.

In the event that the summoned employee is unable to fulfill the second summons or is no longer present, the process of enforcing employee discipline and ethics will still be carried out without checking attendance in accordance with applicable regulations.

Based on the interviews that have been conducted, at the summoning stage at Unnes it is in accordance with the flow and the institution itself is firm because to anticipate the person concerned not being present in the summons carried out up to 3 (three) times, the examination continues without the presence of the examined.

Examination Phase

The inspection time is carried out on working days and hours, the examination can be carried out more than once as needed. The checkpoint is conducted in Unnes and in certain cases the examination may be carried out outside the Unnes office upon approval

The procedure for inspection by superiors is carried out behind closed doors. The examination is carried out by asking for information from employees suspected of disciplinary violations and / or witnesses as stated in the minutes of examination. There are matters that are considered in the examination, namely that the employee examined is not merely an object, does not conduct an examination of the inspected employee to admit the violation of ethics or discipline alleged to him; not degrade dignity or self-esteem by yelling, threatening, hitting, leaving alone in the

examination room or other acts of an inhuman nature, and further providing opportunities for the examined employee to express opinions or other statements as material for self-defense. The questions asked are not tricky and do not provide advice or advice that can plunge in nature.

Examination Minutes Stage

Inspection Event News Manufacturing at least contain:

- a) Day, date, month and year of examination
- b) The name and identity of the immediate supervisor or the examining team and the inspected employee;
- c) basis of examination
- d) officer's willingness to be examined and answer inquiries
- e) Article of regulation allegedly violated;
- f) the health condition of the employee to be examined and
- g) Availability of officers to be called or re-examined.

The minutes made must be in accordance with the results of the examination, must be paraphrased on every page except the signed page. The minutes must be signed by the immediate supervisor or examiner and the inspected employee. Furthermore, in the event that the inspected employee is not willing to answer the questions asked, the immediate supervisor or examiner records in the minutes of the examination.

- h) If the inspected employee and/or witness is not willing to sign the minutes of examination, the direct supervisor or examiner records in the minutes of examination stating the reason, and the minutes of examination remain valid and are used as guidelines in providing recommendations for the results of the

examination. Furthermore, the inspected employee is entitled to obtain a copy of the minutes of the examination.

Examination Report Stage

The examination report made contains the day, date, month and year of the examination. The preparation of the examination report also includes the names and identities of the examiners and employees examined, a summary of the examination results, the conclusion of guilt or innocence for alleged disciplinary violations, then suggestions for mitigating and burdensome actions and considerations according to the data and facts in the minutes of examination and recommendations for examination results by the examination team.

Furthermore, the report on the results of the inspection is submitted to the punishing authority and other agencies that order the inspection of employees.

Penalty

Sanctions for ethical violations based on the results of employee ethics examinations are fully handed over to the Rector. Sanctions or violations of ethics can be in the form of verbal reprimands, written reprimands, statements of dissatisfaction with employee ethics, statements of dissatisfaction with employee integrity, other penalties in accordance with the leadership's policy.

While sanctions for disciplinary violations consist of light disciplinary sanctions in the form of verbal reprimands, written reprimands, written statements of dissatisfaction. Moderate disciplinary sanctions include postponement of periodic salary

increase for 1 (one) year, postponement of promotion for 1 (one) year, demotion of a lower level for 1 (one) year.

Severe disciplinary sanctions consist of demotion to a lower level for 3 (three) years, transfer in the context of a lower level of demotion exemption from office; dismissal with respect is not at one's own request as a civil servant and dismissal is not with respect as a civil servant.

Sentencing Stage

Consideration in determining the type of disciplinary punishment is carried out through several procedures, namely there must be careful consideration before imposing a sentence; Employees who are proven to have committed several violations, are only sentenced to 1 (one) type of the heaviest punishment; after considering all violations committed; Employees who have been sentenced then repeat the same offense, being sentenced to a harsher than the last ethical and disciplinary punishment received

5. Monitoring of the Implementation of PP Number 53 of 2010 concerning the Discipline of Civil Servants at Unnes

As described above, Unnes has enforced employee ethics and discipline referring to PP number 53 of 2010 concerning Civil Servant Discipline, by issuing Semarang State University Rector Regulation Number 27 of 2020 concerning Guidelines for Enforcement of Employee Ethics and Discipline within Semarang State University.

According to Article PP Number 53 of 2010 and juxtaposed with Unnes Rector's Regulation Number 27 of 2020, civil servants

who do not comply with the provisions as referred to in Article 3 and / or Article 4 and are sentenced to discipline. Furthermore, article 6 also affirms that without prejudice to the provisions in criminal legislation, civil servants who commit disciplinary violations are sentenced to discipline.

While disciplinary punishment for employees, Unnes has implemented by imposing light disciplinary punishments, moderate to severe disciplinary punishments.

Unnes as an institution that abides by principles and enforces rules, the imposition of light disciplinary punishments has also been implemented for employees who commit disciplinary violations in the form of verbal reprimands; written reprimands and written statements of dissatisfaction.

Rules on discipline as stipulated in Government Regulation Number 53 of 2010 and Unnes Rector Regulation Number 27 of 2020.

TABLE 3. Recap of Data on Disciplinary Violations at Unnes

No.	Types of Violations	Officer Status	Total	Information
1	Light	Civil servants	22	-
		Non-Civil Servants	-	-
2	Keep	Civil servants	1	-
		Non-Civil Servants	-	-
3	Heavy	Civil servants	3	-
		Non-Civil Servants	-	-

Source: Results of an interview with the Coordinator of the Unnes Civil Service Section

The forms of violations that have been committed by Unnes employees with civil servant status that often occur are absenteeism or absenteeism without permission, fraud or abuse of authority, having more than one wife without permission, infidelity, default and sexual violence. From the above data can be described as follows:

- 1) Indiscipline (entering the office not on time, or leaving the office prematurely, absent and not coming to work without permission for a certain number of days without valid information, committing actions that harm the state but are not criminal)
- 2) Committing deviations from the rules (committing acts that are against the criminal law, committing infidelity, committing reprehensible acts).

The reality of data on violations of PP Number 53 of 2010 concerning Civil Servant Discipline at Unnes, from the data above shows evidence that disciplinary violations still color the implementation of PP Number 53 of 2010 concerning Civil Servant Discipline at Unnes.

6. Factors affecting the Implementation of PP Number 53 of 2010 concerning the Discipline of Civil Servants at Unnes

The implementation of Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants in Unnes, from the results of the analysis of this research that has been carried out, it can be described that there are still violations of PP Number

53 of 2010 concerning the discipline of civil servants in Unnes as described in the table above. As described above, it can be said that violations of employee discipline are not necessarily carried out on the basis of intentionality alone, but are also influenced by other factors or external factors that affect the individual. As is well known that Government Regulations are prepared and socialized with the aim of providing guidelines and instructions to every employee in acting and behaving in the organization, but in fact there are still various deviations or violations of civil servant discipline.

The facts of cases of violations of Civil Servant discipline at Unnes are influenced by internal and external factors as follows:

- 1) Violation of employee discipline at Unnes is strongly influenced by the ability to manage one's potential to always be disciplined in complying with the rules in the organization, which are related to carrying out duties as employees. The habits and culture that are not disciplined of each individual greatly affect employees in complying with PP Number 53 of 2010 concerning Civil Servant Discipline.
- 2) The background of employee life or daily life in the household with all kinds of household problems such as economic problems, which cause family problems greatly affect employees in violation of the performance of duties. Self-management in balancing between duties and responsibilities at home and in the service is not good. Household economic problems that have an impact on faltering family balance often cause various problems that affect the mindset, attitudes and behavior of employees such as often skipping offices, venting disappearing during office hours, not feeling comfortable in the office environment.

- 3) The existence of social gaps in the office and when carrying out duties that can be used to commit acts of irregularities or violations of employee discipline. For example, committing immoral acts or the occurrence of environmental violence. Internal and external factors are very influential for individuals to commit immoral acts.
- 4) There is a gap in the enforcement of employee discipline that is not carried out by applying sanctions imposed to individuals who commit violations or deviations from civil servant discipline, thus giving flexibility to employees to repeat deviations or feel that there will be no sanctions if they commit violations.

IV. Conclusion

The results of the analysis in this study describe reports of disciplinary violations of Civil Servants at Unnes that have been processed by the Unnes Civil Service Section until 2022 there are 22 cases of misdemeanor violations, 1 case of moderate violations, and 3 cases of serious violations. Cases of disciplinary violations of Civil Servants at Unnes have all been processed according to the type of violation by the Ethics Supervision Team and Employee Development based on Unnes Rector's Regulation Number 27 of 2020 concerning Enforcement of Discipline and Ethics of employees within Unnes. In general, the implementation of Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants at Semarang State University has been carried out and enforced properly. This is evidenced by the

issuance of SOPs as outlined in Unnes Rector's Regulation number 37 of 2015 concerning Standard Operating Procedures for Ethics Enforcement at Semarang State University. Unnes Ethics Enforcement is carried out by a special team formed by the Rector, namely the Ethics Supervision and Employee Development Team (PEPP), which was previously a Team of the Position and Personnel Examination Agency (BAPERJAKAT).

There are 3 (three) factors that affect the implementation of PP Number 53 of 2010 concerning the discipline of civil servants at Unnes, namely cultural factors, communication, and human resources. Cultural factors that affect the implementation of PP Number 53 of 2010 concerning civil servant discipline are the culture of "cantonhood", which becomes an obstacle if the enforcement and enforcement of discipline and sanctions are still poorly applied just because of friendly relations. Communication factors that support the implementation of PP Nomo 53 of 2010 such as intensive socialization and communication related to discipline enforcement have been outlined in Rector Regulation Number 27 of 2020 and SOP for Ethics Enforcement as outlined in Rector Regulation Number 37 of 2015. The two Rector's Regulations must be disseminated to all work units at Unnes. While the human resource factor that supports and understands Government Regulation Number 53 of 2010 is only a small part and especially HR in charge of their main duties and functions in the personnel department, and HR that becomes an obstacle is HR who never knew about the existence of PP Number 53 of 2010 which has been rumoured into Rector Regulation Number 27 of 2020 and Rector Regulation Number 37 of 2015. And from the results of research that has been done, based on informants who have been interviewed stated to understand PP Number 53

of 2010 concerning Civil Servant Discipline which regulates obligations and prohibitions and disciplinary punishments, but most still find civil servants who do not obey this PP.

V. Recommendation

Based on the conclusions of the results of the study above, the researcher provides suggestions that are expected to contribute to the improvement of the implementation of PP Number 53 of 2010 concerning the discipline of Civil Servants at Unnes.

1. Socialization of Government Regulation Number 53 of 2010 needs to be continuously disseminated to all units intensively, either through activities such as workshops, seminars or special meetings that discuss the enforcement of employee discipline. In addition, Rector Regulation Number 27 of 2020 and Rector Regulation Number 37 of 2015 as technical rules applicable at Unnes are continuously disseminated and understood to all employees.
2. The implementation of supervision of employee discipline is increasingly improved, leaders are more assertive in enforcing employee discipline and imposing sanctions for disciplinary violations must not be indiscriminate regardless of "candor".
3. For implementers or implementers of Government Regulation Number 53 of 2010, namely the Ethics Supervision and Employee Development Team (PEPP), it is necessary to conduct education and training to develop strategies to increase understanding of discipline enforcement and sanctions

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Acknowledgment

None

Funding Information

Universitas Negeri Semarang (UNNES), Indonesia

Conflicting Interest Statement

There is no conflict of interest in the publication of this article.

Publishing Ethical and Originality Statement

All authors declared that this work is original and has never been published in any form and in any media, nor is it under consideration for publication in any journal, and all sources cited in this work refer to the basic standards of scientific citation.