

ABSTRAK

Penelitian ini dilakukan di kantor camat langkahan kabupaten Aceh Utara tentang Kedisiplinan Aparatur Sipil Negara Di Kantor Camat Langkahan Kabupaten Aceh Utara. Permasalahan dalam penelitian ini masih kurang disiplin pegawai yang belum maksimal dalam pembinaan pegawai dalam Kedisiplinan Aparatur Sipil Negara di Kantor Camat Langkahan Kabupaten Aceh Utara. Kondisi kurangnya disiplin pegawai di kantor camat langkahan yaitu masih adanya pegawai yang selalu terlambat masuk kantor. Fokus penelitian penyebab kedisiplinan Aparatur Sipil Negara di kantor Camat Langkahan masih rendah difokuskan dari aspek kepemimpinan dan aspek sosiologis, bentuk pembinaan kedisiplinan yang dilakukan oleh camat langkahan difokuskan kepada pembinaan secara persuasif dan pembinaan secara aktif. Penelitian ini bertujuan untuk mengetahui dan menganalisis kedisiplinan aparatur sipil negara di kantor camat langkahan. Hambatan-hambatan dalam pembinaan kedisiplinan pegawai di kantor camat langkahan masih kurang. Metode penelitian menggunakan metode kualitatif deskriptif dengan teknik pengumpulan data wawancara, observasi dan dokumentasi. Dalam penelitian ini dipengaruhi oleh teori Stephen P Robbins. Hasil penelitian menunjukkan bahwa penegakan disiplin pegawai kurang baik dilihat dari aspek kepemimpinan tidak tegasnya camat dalam menerapkan hukuman disiplin, dari aspek sosiologis masih adanya sebagian pegawai yang tidak berada dikantor pada saat jam kerja dan pembagian tugas dari camat tidak jelas. dari aspek pembinaan secara persuasif camat sudah melakukan komunikasi langsung dengan pegawainya akan tetapi secara pengawasan camat tidak melakukan pengawasan secara berkala. Jika di tinjau dari aspek pembinaan secara aktif camat tidak adanya sistem karir, pendidikan dan pelatihan hanya diikuti oleh pimpinan serta tidak jelasnya sistem reward yang diterapkan dikantor camat langkahan.

Kata Kunci: *Disiplin Kerja, Disiplin, Pegawai Negeri sipil*

ABSTRACT

This research was conducted at the Stepan Subdistrict Office, North Aceh Regency regarding Discipline of State Civil Apparatus at the Stepan Subdistrict Office, North Aceh Regency. The problem in this research is that there is still a lack of employee discipline which has not been maximized in training employees in the discipline of the State Civil Apparatus at the Tanggaan Subdistrict Office, North Aceh Regency. The condition of the lack of employee discipline at the Stepan sub-district office is that there are still employees who are always late coming to the office. The focus of research into the causes of discipline in the State Civil Apparatus at the Stepan sub-district office is still low, focused on the leadership and sociological aspects, the form of disciplinary development carried out by the Stepan sub-district head is focused on persuasive coaching and active coaching. This research aims to determine and analyze the discipline of state civil servants at the Tanggaan sub-district office. Barriers to developing employee discipline at the Stepan sub-district office are still lacking. The research method uses descriptive qualitative methods with interview, observation and documentation data collection techniques. This research was influenced by Stephen P Robbins' theory. The results of the research show that enforcement of employee discipline is not good, seen from the leadership aspect of the sub-district head not being firm in implementing disciplinary punishment, from the sociological aspect there are still some employees who are not in the office during working hours and the distribution of tasks from the sub-district head is not clear. From the aspect of persuasive coaching the sub-district head He has communicated directly with his employees, but in terms of supervision the sub-district head does not carry out regular supervision. If we look at it from the aspect of actively coaching the sub-district head, there is no career system, education and training is only followed by the leadership and there is no clear reward system implemented in the Stepan sub-district office.

Keywords: Work Discipline, Discipline, Civil Servants