ABSTRAK

Siti Nurhayati. 202111009. Analisis Disiplin Kerja Pegawai Negeri Sipil Pada Kantor Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kota Surakarta. Skripsi, Program Studi Ilmu Administrasi Negara, Fakultas Ilmu Sosial Dan Ilmu Politik, Universitas Surakarta. 2025.

Penelitian ini bertujuan untuk menganalisis tingkat disiplin kerja Pegawai Negeri Sipil (PNS) pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kota Surakarta. Penelitian ini menggunakan pendekatan deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi. Informan terdiri dari lima orang dengan latar belakang jabatan yang berbeda. Analisis difokuskan pada empat indikator disiplin kerja menurut Sutrisno (2009), yaitu: Taat terhadap aturan waktu, taat terhadap peraturan instansi, taat terhadap aturan perilaku dalam pekerjaan, dan taat terhadap peraturan lainnya di instansi. Hasil penelitian menunjukkan bahwa disiplin kerja PNS di BKPSDM telah berjalan dengan baik dan disiplin, didukung oleh penerapan sistem absensi digital, sosialisasi internal, pembinaan, dan pengawasan. Namun, masih terdapat kendala seperti keterlambatan pegawai serta kurangnya kesadaran pegawai terhadap disiplin. Faktor-faktor yang memengaruhi disiplin kerja meliputi kehadiran, ketaatan pada peraturan kerja dan standar kerja, tingkat kewaspadaan tinggi dan bekerja etis. Penelitian ini merekomendasikan peningkatan pengawasan, evaluasi sistem absensi, serta penguatan budaya kerja disiplin. Temuan ini diharapkan menjadi bahan pertimbangan dalam disiplin ASN di lingkungan pemerintahan daerah.

Kata Kunci: Disiplin kerja, Pegawai Negeri Sipil

ABSTRACT

Siti Nurhayati. 202111009. An Analysis of Civil Servants' Work Discipline at the Office of the Human Resources Development and Staffing Agency of Surakarta City. Thesis, Study Program of Public Administration, Faculty of Social and Political Sciences, Universitas Surakarta. 2025.

This study aims to analyze the level of work discipline among Civil Servants (PNS) at the Human Resources and Personnel Development Agency (BKPSDM) of Surakarta City. The research adopts a descriptive qualitative approach, with data collected through in-depth interviews, observation, and documentation. The informants consisted of five individuals from various job backgrounds. The analysis focuses on four indicators of work discipline as stated by Sutrisno (2009): compliance with time regulations, institutional rules, workplace behavior standards, and other organizational regulations. The findings indicate that the work discipline of civil servants at BKPSDM has generally been implemented well, supported by the application of a digital attendance system, internal socialization, coaching, and supervision. However, some challenges remain, such as employee tardiness and a lack of awareness regarding discipline. Factors influencing work discipline include attendance, adherence to work rules and standards, heightened vigilance, and ethical conduct. This study recommends strengthening supervision, evaluating the attendance system, and reinforcing a disciplined work culture. These findings are expected to serve as a reference for improving discipline among civil servants within local government institutions.

Keywords: Work discipline, Civil Servants