ABSTRACT

WORK DISCIPLINE OF THE STATE CIVIL APPARATUS* (ASN) *IN* BONTOTIRO *SUB-DISTRICT OFFICE OF* BULUKUMBA *REGENCY

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The work discipline of the State Civil Apparatus (Aparatur Sipil Negara or ASN) *is a series of rules regulating the ASN's orders, ethics, and performance in performing its tasks and responsibilities as a public servant. The principles of work discipline aim to create a working environment which is professional, transparent, efficient, and integrity. Therefore, it can provide the optimal service to the people. A disciplined* ASN *will positively contribute to the state's development and people's welfare. This research aims to determine the* ASN*'s discipline in* Bontotiro *Sub-District Office of* Bulukumba *Regency.*

This research applied a qualitative approach with a descriptive research type. This research is located in the Bontotiro *Sub-District Office of* Bulukumba *Regency and involved 11 participants: one sub-district head, one secretary, three section heads, one staff, and five people from the community. The data were collected through interviews, observation, and document review. The data were analyzed qualitatively by employing reduction, presentation, and conclusion steps.*

The research result shows that the work discipline of the ASN *is related to obedient compliance, including coming to the office and obeying the working hour regulation, which still lacks discipline. Reporting the employee's wealth to the authorized officer has been implemented well. Furthermore, obeying the ban on illegal fees and refusing to accept gratification has been done well. The light punishment sanction has been implemented, while the medium and heavy punishment sanction have not been implemented yet. The sanction enforcement is recommended so the* ASN *can comprehend more on the Government Regulation Number 94 of 2021, about the need to improve the discipline of* ASN.

Keywords: Discipline, Sanction, State Civil Apparatus (ASN)

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