

THE IMPLEMENTATION OF EMPLOYEE DISCIPLINES IN REALIZING GOOD GOVERNMENT AND HANDLING OF HEALTH PROTOCOLS AS A PREVENTION AND CONTROL OF CORONA VIRUS DISEASE 2019 (Covid-19) IN THE DEPARTMENT OF MARINE AND FISHERY, EAST KUTAI REGENCY

(Study on the Implementation of Government Regulation Policies Number 53 of 2010 concerning Employee Discipline)

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ABSTRACT

As referred to in Government Regulation Number 53 of 2010 concerning Disciplinary Regulations for Civil Servants, it has been implemented, but the implementation of this policy has encountered various obstacles, including at this time the 2019 Corona Virus global pandemic which is hereinafter referred to as Covid-19 based on the determination of the World Health Organization (WHO). The purpose of this study is to describe and carry out the implementation of the Employee Discipline Policy in Realizing Good Government and handling health protocols as prevention and control of Corona Virus Disease 2019 (Covid-19) at the Office of Marine Affairs and Fisheries in East Kutai Regency. The data analysis used is qualitative analysis by describing and analyzing the data obtained from sources in order to reveal events that occurred in the field. Based on the results of the research, it shows that the leadership leadership of the Marine and Fisheries Service has been implemented properly, according to data which can show that every employee who carries out his duties has used personal protective equipment in the form of masks that cover the nose and mouth to the chin, the provision of means of washing hands with soap used comply with the standard or supply of hand sanitizer, physical interaction, and regular office environment disturbances, self-isolation for positive confirmed employees Covid-19 based on a determination from the Health Office or a health center. Every employee who violates will be subject to a coaching sanction. In total, the Department of Marine Affairs and Fisheries is able to create a conducive atmosphere, so that work harmony and cooperation with other employees can work well. Employee discipline policy implementation has been optimal in its implementation. The indication can be seen that the employee does not have the weight.

Key words: employee discipline, health protocol, corana virus disease 2019

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1. INTRODUCTION

One of the national development agendas is to create governance that is clean, and authoritative, which constitutes good governance, including openness, accountability, effectiveness and efficiency, upholding the rule of law, and opening public participation that can ensure smooth, harmonious and integrated tasks. and the function of governance and development. For this reason, policy steps directed at institutional

changes and management systems are needed, the quality of human resources for government officials and an effective monitoring and inspection system.

In the context of realizing a reliable, professional, and moral State Civil Apparatus (ASN) as a government organizer that applies the principles of good governance (Good Government), the State Civil Apparatus as an element of the state apparatus is required to be loyal to Pancasila, the Basic Law. The Republic of Indonesia in 1945, the Unitary State of the Republic of Indonesia, and the Government. ASN is also required to be disciplined, honest, transparent, and accountable in carrying out their duties. *Good Governance* or good governance as a concept which is currently being used as a reference in the framework of reforming and perfecting the bureaucracy in accordance with what constitutes reform.

The implementation of Good Government, even if what is said, does not mean it cannot be implemented. This depends on the willingness of the government to realize the concept of Good Government by fixing the government bureaucracy itself so that it can work in accordance with applicable regulations. As it is known that this concept is a condition that guarantees the existence of a process of equality, copyright and a balance of roles as well as the interrelation carried out by the three elements of the Government (state), society (society) and private (private).

In this case the State Civil Apparatus (ASN) is very influential in the concept of Good Government. ASN that is reliable, professional, and moral is absolutely necessary, in its realization it can be used as a new rule in enforcing regulations, so as to ensure the maintenance of order and smooth execution of tasks and can encourage ASN to be more productive based on a working system and a work performance system. One of the important things in an effort to create good governance, one of the indicators is employee discipline.

The word discipline that we often hear is in the form of rules which explicitly need to also include the sanctions that will be received if there is a connection to these provisions. According to Soegeng Prijodarminto (1992) that discipline is a condition that is created and formed through the process of implementing behavior that shows the values of obedience, input, loyalty, tranquility, order, and order. So far, the provisions regarding the discipline of the State Civil Apparatus have been regulated in Government Regulation Number 53 of 2010 concerning Civil Service Discipline Regulations. Government Regulation Number 53 of 2010 concerning Civil Servant Discipline Regulations is a form of legislation, which is used as a policy formula in realizing Good Government.

One of the employee coaching activities contained in the general explanation of Government Regulation Number 53 of 2010, the second paragraph which states that; "In order to foster such a somewhat civil servant, among others, it is necessary to have regulations that contain the main points of the obligations, other prohibitions which are required by disciplinary regulations that contain the main points of obligations and sanctions on obligations of not being obeyed or violated".

With the existence of disciplinary regulations that contain the main points of obligation, work discipline is expected from employees to be discipline based on responsibility and awareness, and have better attitudes and behavior than the employees concerned, so that they can support their duties and obligations as government officials. able to create good governance. However, these government regulations cannot be defeated by needs and developments, because they are no longer in accordance with the current situation and conditions.

As referred to in Government Regulation Number 53 of 2010 concerning Disciplinary Regulations for Civil Servants, it has been implemented, but the implementation of this policy has encountered various obstacles, including at this time the 2019 Corona Virus global pandemic which is hereinafter referred to as Covid-19 based on the determination of the World Health Organization (WHO).

The President of the Republic of Indonesia in Presidential Decree Number 11 of 2020 concerning the Determination of Public Health Emergencies for Corona Virus Disease 2019 (Covid-19) and Presidential Decree Number 12 of 2020 concerning the Determination of Non-Natural Disaster for the Spread of Corona Virus Disease 2019 (Covid-19) as a National Disaster, and paying attention to the direction of the President of the Republic of Indonesia to formulate a new normal order that supports work productivity while still prioritizing public health and safety, changes to the work system of ASN employees have been made so that they can adjust to changes to the new and safe Covid-19 normal order.

The authors of this research report are interested in examining how the implementation of the disciplinary policies of ASN employees in order to realize Good Government during the 2019 Corona Virus disease (Covid-19) pandemic. By taking the research title "Implementation of Employee Discipline Policy

in Realizing Good Government and Handling of Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19) at the Office of Maritime Affairs and Fisheries, East Kutai Regency" (Study on the Implementation of Government Regulation Policy Number 53 Year 2010 Concerning Employee Discipline).

Formulation of the problem

1. In this study, the problem formulations put forward are as follows;
2. How to Implement Employee Discipline Policy in Realizing Good Governance and Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19) at the Maritime Affairs and Fisheries Service of East Kutai Regency?
3. What are the factors that support and hinder the Implementation of Employee Disciplinary Policy Implementation in Realizing Good Governance and Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19) at the Maritime and Fisheries Service Office of East Kutai Regency?

Research purposes

Based on the description of the background and the formulation of the problems mentioned above, the aims of this study are:

- 1) To describe and analyze the implementation of the Employee Discipline Policy Implementation in Realizing *Good Governance* and Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19) at the Maritime and Fisheries Service of East Kutai Regency.
- 2) Identifying the factors that support and hinder the Implementation of Employee Disciplinary Policy Implementation in Realizing it *Good Governance* and Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19) at the Maritime and Fisheries Service of East Kutai Regency.

2. LITERATURE REVIEW

In the context of realizing a reliable, professional, and moral State Civil Apparatus (ASN) as a government organizer that applies the principles of good governance, ASN as an element of the state apparatus is required to be loyal to Pancasila, the 1945 Constitution of the Republic of Indonesia. The Unitary State of the Republic of Indonesia, and the Government. ASN is also required to be disciplined, honest, transparent and accountable in carrying out their duties.

Government Regulation Number 53 of 2010 concerning Civil Servant Discipline Regulations is a form of legislation, which is used as a policy formula in realizing good governance. One of the employee development activities contained in the general explanation of Government Regulation Number 53 of 2010, the second paragraph which states that; "In order to foster such a somewhat civil servant, among others, it is necessary to have regulations that contain the main points of obligations, other prohibitions required by disciplinary regulations that contain the main points of obligations and sanctions on obligations of not being obeyed or violated".

Discipline is a word that we often hear in the form of regulations which explicitly need to also include the sanctions that will be received if there is a violation of these provisions. According to Soegeng Prijodarminto (1992) that discipline is a condition that is created and formed through a process of a series of behaviors that show the values of obedience, obedience, loyalty, tranquility, order, and order. With the existence of employee discipline regulations that contain the main points of obligations, work discipline is expected from employees to be discipline based on responsibility and awareness, and have better attitudes and behavior than the employees concerned, so that they can support their duties and obligations as an apparatus. government that is able to create good governance.

Corona virus infection called COVID-19 (Corona Virus Disease 2019) was first discovered in the city of Wuhan, China at the end of December 2019. This virus is spreading very quickly and has spread to almost all countries, including Indonesia, in just a few months. This has led several countries to implement policies to impose lockdowns in order to prevent the spread of this virus. In Indonesia itself, a Large-Scale Social Restriction (PSBB) policy was implemented to reduce the spread of this virus. Covid-19 is a virus that can infect the respiratory system. In most cases, this virus causes only minor respiratory infections, such as the flu. However, this virus can also cause severe respiratory infections, such as lung infections. This virus is transmitted through sputum droplets from the respiratory tract, for example when in a crowded closed room with poor air circulation or direct contact with droplets.

Based on Presidential Decree of the Republic of Indonesia Number 11 of 2020 concerning the Determination of Public Health Emergency for Corona Virus Disease 2019 (Covid-19) and Presidential Decree Number 12 of 2020 concerning the Determination of Non-Natural Disaster for the Spread of Corona Virus Disease 2019 (Covid-19) as a National Disaster, as well as heed the direction of the President of the Republic of Indonesia to formulate a new normal order that supports work productivity while still prioritizing public health and safety, changes to the work system of the State Civil Service (ASN) employees are made so that they can adapt to changes to the new normal productive and safe Covid-19 order.

3. METHOD

Types of research

The type of research that will be carried out is descriptive research. Descriptive research that is intended to describe the phenomenon that occurs or is designed to obtain information about the status of symptoms which is directed to determine the nature of the situation at the time the research was carried out. There were no controlled treatments in experimental studies. Descriptive research generally does not exist to test hypotheses and complaints to describe variables or conditions that exist in certain situations. (Raxavieh, in Nawami, 1998)

Research focus

The focus of research in qualitative research is to limit the study or in other words, the focus of research can limit the fields in the field and meet the criteria of an information obtained in the field so that it can support a research. With a focus on research, a researcher can see which data needs to be taken from the data collected (Moleong, 2004).

From the above opinion, the focus of the research set out in this study is

As for the focus in this study are as follows:

1. Discipline on the work system of civil servants during the Covid-19 Pandemic

A. Compliance with working hours regulations.

b. Obedience to wearing uniforms.

c. Obedience to the use of office equipment.

d. Obedience to the use of official vehicles.

e. Obedience to the implementation of work.

2. Supporting factors and obstacles to discipline in the work system of Civil Servants at the Maritime Affairs and Fisheries Office of East Kutai Regency.

Research sites

The research location was conducted at the Department of Marine Affairs and Fisheries, East Kutai Regency.

Types and Sources of Data

Sources of data in this study can be objects or people that can be observed and provide data and information in accordance with the established research focus. The selection and retrieval of data sources was carried out by means of purposive sampling (Moleong, 2004). The process ends with repetition of information and consideration of the adequacy of information required in the study. This event is commonly referred to as saturated data. The data sources taken in this study include:

a. Information: The selection of informants was carried out using the snow ball sampling technique according to the needs and stability of the researcher in the data. After the process of studying the data no longer found informants (reaching a saturation point), the researchers did not seek information and the information process was complete. In this case the number of informants can be small, but it can also depend a lot on:

1) whether or not informants are selected;

2) complexity and phenomenational diversity under study. Meanwhile, being an informant in this study is a person who is competent or worthy to provide information. As for the key informants (key

information) are the Head of Service, Secretary, Head of Division, head of section or head of section, as well as employees of the Maritime Affairs and Fisheries Office of East Kutai Regency.

Documents: Source of data obtained through written materials in the form of regional regulations, annual reports and other report materials as well as other archives relevant to the problem under study.

Data collection technique

a) Interview (Interview): conducted both openly and structured, and questions that are focused on the problem so that the information collected is quite complete and in-depth.

b. Observation: Collecting data that can be accessed directly or indirectly or formally or informally to be used as the implementation of government regulation policy number 53 of 2010.

c. Documentation: Data collection is done to obtain secondary data in the form of regulations, decrees, archives and other documents related to routine activities at the Marine and Fisheries Service Office of East Kutai Regency.

Data Analysis Techniques

Data analysis technique is a way to process data into data that can be implemented by readers. In a descriptive qualitative approach, the data analysis technique used is to simplify the data obtained through interviews, observations, or literature, which are then processed into information that is easy to read and implement. The stages of the data analysis technique using the theory formulated by Miles, Hubberman and Saldana (2014) are as follows:

Data reduction

Data reduction moves as a selection process, focuses attention on simplifying, abstracting and transforming raw data that emerge from written records in the field. The data obtained in the field were then reduced by the researcher by: coding, data classification, tracing themes, creating collections, creating partitions, writing memos and then selecting the data obtained in the research object, then which data was relevant and which one is not relevant to the problem and research focus. This data reduction / transformation process continues after field research, until the final report is completely compiled.

Data Presentation

Data presentation or data display is taken as a set of structured information that provides the possibility of taking action and taking action. By looking at the presentations, we can understand what is happening and what must be done. This is done to make it easier for researchers to see the overall picture or certain parts of the research data, so that conclusions can be drawn from these data.

Draw conclusions / levers

Drawing conclusions is an activity of complete documentation during the research. While leveraging rethinking activities that cross the mind of the analyzer while the researcher is taking notes, or reviewing field notes or reviewing and exchanging ideas among co-workers to develop "inter-subjective opportunities", in other words the meaning that emerges from the data must be verified. (Validity). Verification in research is carried out by continuing leveraging research by researchers, intending to analyze and find the meaning of the information collected, so that certain propositions are formed that usually support theory or theory refinement

4. RESULTS AND DISCUSSION

Research Location Overview

It is known that East Kutai Regency is one of the regencies in the East Kalimantan Provincial Government. Geographically, East Kutai Regency is located at coordinates 115 ° 56'26 East Longitude, 118 ° 58'19 "West Longitude and 1 ° 17'1" South Latitude - 1 ° 52 "39" East. However, administratively, the East Kutai Regency Government has developed several areas, including:

- a. North side: bordering Berau Regency
- b. East side: bordering the Makassar Strait
- c. West side: bordering Kutai Kartanegara Regency
- d. South side: bordering Bontang City

Besides, the land conditions are hilly with an altitude ranging from 0 to more than 1,000 m above sea level. In addition, East Kutai Regency also has lowlands which function for agricultural and plantation areas.

Then seen from the area of East Kutai Regency is 35,747.5 km². Based on governance, the East Kutai Regency Government is divided into 18 Districts, 135 kelurahan / villages. Of the eighteen districts, including; Sangatta District, Sangatta Selatan District, Teluk Pandan District, Rantau Pulung Sub-District, Sangkulirang District, Muara Wahau District, Muara Bengkal District, Muara Ancalong District, Bengalon District, Kaibun District, Telen District, Kongbeng District, Long Masangat District, and Batu District Ampar.

Meanwhile, according to BPS data, the total population of East Kutai Regency is 169,564,000 people with an average population of 4 / km² and population growth for the last 4 years averaging 4.08% per year. The population of East Kutai Regency is heterogeneous, multi ethnic, multi ethnic, and multi religious. According to the development and population growth in East Kutai Regency, there are migrants who come from various regions, such as Java, Sulawesi, Sumatra, Bali and others. They live in addition to trading as well as gardening, and many are developing oil palm plantations.

Even though they come from various backgrounds, ethnicities, cultures and religions, in social life they are quite good, even helping each other without questioning their origins, and they always live side by side. In terms of governance, the East Kutai Regency Government has regional apparatuses ready to implement governance. Structurally, the East Kutai District Government is led by a Regent and assisted by an implementing element. In accordance with the Regional Medium Term Development Plan of the East Kutai Regency Government, the following 7 (seven) objectives have been determined:

1. Improving the performance and quality of government officials as public servants who are able to overcome problems and manage potential in a proportional manner and create a clean and authoritative apparatus through the principles of good governance.
2. Improve order and security to create a conducive atmosphere by building security facilities and infrastructure, improving institutions and security for both the government and society and supporting the smooth running of the democratic process, implementing elections by increasing the interaction of democratic political infrastructure and superstructure with vigilance against threats from abroad .
3. Improve the welfare of communities in border areas, hinterlands and regional areas.
4. Increasing the welfare of the community through reliable economic improvement based on agribusiness and ecotourism as well as creating sustainable nature by enforcing regulations on land and natural resource use and coordinating regional spatial planning.
5. Activities, as a stimulant for the community to be able to be independent in increasing their standard of living.
6. Improve the quality of human resources in East Kutai Regency, so that they have mental, spiritual and physical resilience so that they are able to play a role and have high competitiveness in all fields, both at the national and international levels.
7. Improve services and community empowerment, thereby reducing poverty levels.

Based on the above objectives, the East Kutai Regency government has set 25 targets with 128 achievement indicators, all of which are implemented in the form of programs and activities. Meanwhile, implementers of these programs and activities are all Regional Work Units (SKPD) of the East Kutai Regency Government. This success is due to the support and work of all levels of the East Kutai Regency Government in implementing the Vision and Mission which have been determined consistently and accountably. The success of the implementation of development depends on several factors, including funds, human resources, governance, targets, infrastructure and community participation.

In order to obtain maximum results as expected, government administrators who act as development machines need to be equipped with technical knowledge and skills in the field of development implementation so that physical and non-physical development carried out by local governments can take place according to standards, effectively and efficiently. Therefore, various development policies that need to be developed so that development can actually create better facilities and infrastructure for community and state life as well as reliable development human resources will help development in the future. In the era of development that is taking place today, we have entered Regional Autonomy, which in its implementation is very necessary for the quality of human resources and quality programs as stated in the Strategic Plan (RENSTRA), which at the end of the year the implementation will be accounted for through the Performance Accountability Report of Government Agencies.

Human Resources

The issue of human resources is an important topic and continues to be a hot topic of discussion in various circles and on various occasions, because human resources are the most decisive element in the development process, especially apparatus resources which are the driving machine that runs the wheels of government, development and services. Public. Facing current technological developments is balanced with the increase in adequate human resources capable of responding to all challenges.

Facilities and infrastructure

Technological advances open up this situation, technological developments, when the facilities and infrastructure are not prepared to deal with these technological developments and advances resulting in being left behind or underdeveloped in all fields. To ensure the implementation of governance, development and community services, and to carry out the main functions of the East Kutai Regency, adequate facilities and infrastructure are required.

In this era of globalization, our nation has made fundamental changes in the aspects of life as a society, nation and state. These changes are then known as reforms. Entering the twentieth year of the era of regional autonomy, the spirit of reform has covered all aspects of life which lead to the spirit of improving the old, non-transparent system towards a more democratic, accountable, transparent government so as to be able to realize Good Government (Good Government).

Good governance is one that is able to motivate the growth and development of harmony, harmony and balance between the government, business world and society in carrying out various activities. These three elements are expected to encourage them to play an optimal role in a government that is more capable of overcoming internal and external problems that grow in community empowerment in the regions (Law Number 22 Year 1999).

Starting from the above conditions, the tasks aligned with the East Kutai Regency SKPD in the future are increasingly heavy and complex, so that it requires gradual, planned and consistent efforts in optimizing the use of all resources, developing opportunities and innovations so as not to be left behind in the progress of the times.

Increasing competition in the era of free trade, empowering communities and regions through excellent service are conditions that are very aware of by the East Kutai Regency SKPD, to prepare themselves as well as possible to be more competitive and more advanced and to always seek changes towards improvement. Several things that can identify external powers that occur outside of the East Kutai Regency Government that directly and cannot influence internal changes and performance guidance are:

1. Developments in technology, information, science and technology, services, globalization, culture, politics and business;
2. Economic restructuring (national to face world competencies);
3. According to the belief in government.
4. According to the economy which tends to decline due to foreign debt, global competition, inadequate infrastructure and so on;
5. Demographic and socio-cultural transfer.

Demands for these changes will occur continuously, which implies that there are efforts to continue to take actions towards improvement and improvement. Therefore, these changes must be anticipated in conceptualized actions, and arranged in stages that are planned, lived and implemented consistently by all

apparatus resources without exception, so as to improve performance accountability that is oriented towards reporting the results and benefits.

To support the statement of intent above, it is necessary to create a clear vision to foster and develop enthusiasm, commitment, driving force, direction of tasks and functions as well as a statement of a far-reaching view of all the resources of the regional government apparatus of the East Kutai Regency towards the goals to be achieved. In order to anticipate future challenges towards the conditions desired by the East Kutai Regency Government, it is necessary to continuously develop opportunities and innovations.

Increasing competition, challenges, and community cases for excellent service by the Regional Government of East Kutai Regency to prepare themselves to continue to exist and be superior by constantly striving for changes towards improvement. These changes are carried out in stages, planned, consistent and sustainable so as to increase accountability for performance oriented results or consensus.

A vision for a far-sighted view of where the East Kutai Regency Government will be directed and what can be achieved. In line with the Vision of the East Kutai Regency Government, namely "Regional development grows in equitable development towards a prosperous East Kutai community by utilizing renewable natural resources and making the East Kutai Regency area the center of agribusiness and agro-industry in East Kalimantan", the vision of the Marine and East Kutai Regency fisheries is: "Realizing Excellent Service Towards Authorized Government" As a means to simplify this vision,

The missions that must be carried out by all ranks of the East Kutai Regency SKPD are as follows:

A. Improve the government administration system

This mission implies the efforts of the East Kutai Regency SKPD to create a better government administration system to support efforts to provide excellent service, both internal and external to stakeholders.

Based on this, it is also included in the internal perspective process, namely improving systems, procedures and services by improving the government administration system.

In addition, it also contains an innovation perspective for service users, it is obligatory for the East Kutai Regency SKPD to continuously improve the quantity and quality of services through continuous learning.

b. Improve the Administration of Governance

This mission implies efforts to create legal products and a governance system that will ensure the implementation of SKPD services in East Kutai Regency.

Based on the Balanced Scorecard method, the second mission is included in the perspective of internal processes, namely improving systems, procedures and services by improving the government administration system.

In addition, the mission also contains the perspective of customers (stake holders), the existence of service administration oriented to the community served, inclusive, reflecting services that include all service users.

c. Improve Development Coordination in All Fields

This mission implies development carried out in all fields with a tertiary and orderly coordination of a development process that is increasingly transparent and accountable.

Based on the Balanced Scorecard method, the third mission is included in the perspective of the internal process of improving development coordination to improve quality, namely the quantity of development results, it is hoped that the realization of Good Government can be realized.

The goal is the goal of the realization of the ideal conditions or conditions expected. Goals are an integral part of a strategic planning system that focuses on the action and allocation of natural resources for the activity or activity. Targets are specific, real measurable within a certain period of time either yearly, semester, quarterly or monthly. The target of implementing the East Kutai Regency SKPD will be focused primarily on efforts to manifest the professional form, facilitating and fostering the realization of the resilience and independence of the region and the people of East Kutai. Based on Government

Regulation Number 53 of 2010 concerning Civil Servant Discipline Regulations, it is stated that every civil servant has obligations and restrictions.

The following will present the research data regarding the Work Discipline of the State Civil Apparatus at the Regional Marine and Fisheries Service of the East Kutai Regency.

"The service will take action against employees who violate the discipline in accordance with the applicable provisions, any action that has been taken is to carry out a written warning, until the stage of postponing a promotion, then postponing periodic salary increases, until an employee who does not heed the warning is suspended. , obedience of responsible employees, who take action, then acts of will with respect, and acts of dismissal will be carried out in accordance with the regulations that are willing. As for the actions we have taken against employees who violate them, including written warnings, postponement of promotion (interview results).

1. Civil Servant Obedience to Provisions on Working Hours During the Covid-19 Pandemic.

It is known that in order to guarantee and establish harmony and coherence in a goal and to support the government, it is necessary to have a manageable arrangement that can be in the form of an order and overall cooperation. So that a communication and dialogue between superiors and subordinates is very necessary and very influential on the running of a good government and it is hoped that with the running of this good government, all existing activities will be able to produce results in accordance with the objectives set. With the Government Regulation no. 53 of 2010. One of the obligations of Civil Servants is to comply with the provisions of working hours. carry out official duties entrusted to Civil Servants with full dedication, awareness,

According to the Secretary of the Department of Marine Affairs and Fisheries, East Kutai Regency, he said that:

"In essence, the problem of work discipline of employees at the Maritime Affairs and Fisheries Office of East Kutai Regency has been implemented properly, and what becomes the benchmark for employees in terms of working hours is the existence of regulations regarding the work system during the 2019 Corona Virus disease pandemic (Covid - 19) and supported by the presence of employee absences with existing procedures, namely entering the office and leaving the office having to sign absences which are provided as a control tool in order to create good governance (Interview Results).

Furthermore he said that:

"Based on my observations and experience that the adherence to working hours is quite good even though sometimes there are still some employees who are still not obedient to the working conditions and then come before the stipulated hours for various reasons. Work discipline at the Regency Marine and Fisheries Service East Kutai has been running well enough, but it must be improved in order to create high discipline, because without high discipline it is impossible to achieve good governance "(Interview Result).

From the results of research conducted on employee obedience to working hours based on data obtained by the author through interviews with respondents at the Department of Marine and Fisheries, East Kutai Regency, it is known that work discipline as a whole is quite good but needs to be improved in order to implement maximum work discipline in order to provide service. the best for the community, even during the Covid-19 pandemic, but it needs guidance so that it doesn't affect employees.

2. Employee Obedience in Wearing Work Uniforms and Personal Safety

One part of a regulation is related to harmony and uniformity as well as personal safety in the form of masks in order to show the identity of a government agency. In the development of Civil Servants it is regulated comprehensively, namely by arranging uniform guidance for all Civil Servants, either Central Civil Servants or Regional Civil Servants, or in other words, the appropriate legislation for Central Civil Servants automatically applies. also for Regional Civil Servants.

As said by the Secretary of the Maritime Affairs and Fisheries Office of East Kutai Regency;

"As it is known that there are provisions that must be implemented by all civil servants, namely provisions in official dress, these provisions must be implemented by every Civil Servant, namely that employees must dress neatly and politely. Criteria for dress neatly and politely, for example on Monday wearing In public clothes, from Tuesday to Thursday wearing waskat and Friday wearing inappropriate clothes. Apart from wearing official clothes, employees are also required to wear masks for their own personal safety. "(Interview result).

Employee obedience to the use of work uniforms and wearing masks is quite good, although supervision is still needed so that order is to create order in the use of work uniforms and masks.

From the results of the research, it is known that the work discipline of the employees of the East Kutai Regency Marine and Fisheries Service in terms of employee obedience in wearing work uniforms and personal safety masks has been carried out properly, but it must be improved, supervised and monitored so that there is no longer any existing provisions. The tendency of the employees to answer is that it has gone well because in a work uniform it is a matter of pride to wear a mask for personal safety, especially for civil servants who are public servants.

3. Employee Obedience in Use of Office Equipment

It is not known that in carrying out routine activities carried out by civil servants every day, it is certainly supported by existing equipment. Likewise, the Office of Maritime Affairs and Fisheries of East Kutai Regency, the use of office equipment must be done with discipline and in accordance with the work being done, not to be used outside of work.

From the explanation of the Head of the General Division said that:

"Usually the facilities in the work facilities have used the work provided by the office and are used properly in accordance with the work being carried out. The facilities in the Maritime and Fishery Service of East Kutai Regency are provided to support all existing jobs. They will be used as well as possible. both according to the work being done (Interview Results).

From the results of the study, it is known that obedience in the use of office equipment at the Maritime and Fisheries Office of East Kutai Regency is sufficient to discipline employees according to the work being done.

4. Compliance with Vehicle Use

At the Office of Maritime Affairs and Fisheries, East Kutai Regency, official vehicles are available which are office facilities that can be used by Civil Servants as a means of transportation in carrying out work and must be used when carrying out work.

From the explanation of the Head of the General Division said that:

"The obedience of employees in using official vehicles to use according to the place according to the rules directed by the leadership during the service only according to working hours, although sometimes it may be used for personal gain" (Result of interview).

Based on the results of the interview, it can be said that the compliance with the use of official vehicles at the Maritime Affairs and Fisheries Office of East Kutai Regency should be used according to working hours which happen to be used for personal gain outside of the appropriate working hours. So it does not agree to use the vehicles of the Maritime Affairs and Fisheries Service of East Kutai Regency to be used according to regulations.

5. Compliance with the implementation of work

One of the regulated provisions is that related to compliance with the implementation of work. Civil servants are a part of government because the government is the part that is in the most central position which is the spearhead of a development. In order to create efficiency and authority in the implementation of development and governance that the government needs, one of which is the timely implementation of work in service because in reality employees are the nature of providing services to the community. Therefore, it needs accuracy in providing services in various sectors.

In a service that needs to be improved again and more attention to aspects of the relationship that underlie discipline and personal safety. In the interview, the Head of the Maritime Affairs and Fisheries Office of East Kutai Regency said:

"In carrying out the work of the employees at the Maritime Affairs and Fisheries Office of East Kutai Regency, there are several classifications, but because they are Civil Servants who are stationed here, of course they also adjust the personnel to the main task given. To them for this I want to underline that indeed everything is classified and in the implementation of work is always done together and mutually help each other between employees "(interview result).

Interviews were conducted with other employees who stated that the employees at the Maritime Affairs and Fisheries Office of East Kutai Regency were still unsatisfactory because the work was still progressing slowly.

Factors Influencing Implementation of Employee Discipline Policy

Inhibiting Factors for Work Discipline.

The results showed that in order to enforce discipline, especially the discipline of employees at the East Kutai Regency Marine and Fisheries Service, there are several factors that are considered to be obstacles in implementing the policy of Government Regulation Number 53 of 2010 concerning Employee Discipline, including Human and Culture. people and culture influence the implementation of disciplinary policies for the employees of the Maritime Affairs and Fisheries Service of East Kutai Regency, because the implementation of employee disciplinary policies can be realized through guidance and supervision, where the objects that are fostered and supervised are humans cannot be separated from weakness and neglect. In addition, it is human beings who carry out guidance and supervision.

In this aspect, it is particularly concerned with leadership in which there are elements of exemplary, discipline, dedication, participation, openness, straightforwardness and courage to act. There are also other parties, there is no honesty, enthusiasm and morale, loyalty, a feeling of belonging and being responsible for the organization / work unit respectively. Employee work discipline in the Maritime Affairs and Fisheries Office of East Kutai Regency in its implementation there are still several inhibiting factors that can hinder the activities and implementation of Employee Work Discipline, because in an activity implementation of course there will be obstacles. Among the obstacles are the lack of assertiveness of a leader in giving sanctions to staff who make mistakes.

Supporting Factors for Employee Work Discipline

The implementation of work discipline for the employees of the East Kutai Regency Marine and Fisheries Service has several supporting factors, including:

In the implementation of work discipline for employees at the Maritime Affairs and Fisheries Service of East Kutai Regency, there are several supporting factors, namely the existence of Law of the Republic of Indonesia No. 43 of 1999 concerning Amendments to Law No. 8 of 1974 concerning Personnel Principles, the existence of Government Regulation 53 of 2010 concerning the obligations of Civil Servants, the emergence of awareness from the employees themselves to increase work discipline, the existence of legal sanctions that can support employee discipline, the firmness of the leadership so that employees do not do their job arbitrarily.

According to the results of research on supporting factors in employee work discipline, there is Law no. 8 of 1974 concerning the principles of employment, the existence of Government Regulation no. 53 of 2010 concerning the obligations of Civil Servants, the existence of personal awareness of employees, the existence of legal sanctions that support work discipline and firmness from the leadership, In the implementation of the procurement of government goods and services that have been carried out by the Public Works Office of Bina Marga Malang Regency obtained the research results are as follows.

5. CONCLUSION

Based on the description and at the end of this thesis the writer will put forward conclusions and suggestions regarding the Implementation of Employee Discipline Policy Implementation in Order to Realize Good Governance and Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19) at the Regency Marine and Fisheries Service Kutai Timur (Implementation of Government Regulation No. 53/2010 concerning Employee Discipline) is as follows;

1. The implementation of disciplinary policies for employees in the Department of Maritime Affairs and Fisheries, East Kutai Regency, East Kutai Regency, the provisions of Government Regulation 53/2010 have been implemented quite well, although they have not been implemented optimally.
2. In the implementation of the Employee Work Discipline Policy in the Office of Maritime Affairs and Fisheries, East Kutai Regency, East Kutai Regency, the factors that are very influential and interrelated are people and culture, the quality of human resources, facilities and infrastructure, affects the implementation of the employee discipline policy.
3. The commitment of the Maritime Affairs and Fisheries Service of East Kutai Regency, East Kutai Regency, is to realize the principles *Good Governance* and Handling Health Protocols as an Effort to Prevent and Control Corona Virus Disease 2019 (Covid-19) can be seen by the policies that have

Proceedings

The 1st International Conference in Social Science | Malang, November 5-6, 2020
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been issued in implementing apples and working hours as well as guidance and supervision is a commitment to improve Employee Work Discipline. Therefore, a commitment to increasing discipline, persistence, dedication, loyalty, initiative, and creativity in work can minimize deviations in work.

Suggestion

In order to create reliable, professional, and moral Civil Servants as government administrators who apply the principles of good governance (Good Government) and Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19), Civil Servants Civilians as an element of the State apparatus

1. The implementation of the Control Staff Discipline Policy of the Government Regulation 53/2010, which in its control is carried out through inherent guidance and supervision, is that the management system must be used as a tool by each leader / superior to prevent the possibility of subordinates from taking actions that are contrary to the provisions and regulations applies.
2. In order to cultivate inherent guidance and supervision, it must be started from the human factor consisting of direct leaders / superiors, who need to have awareness will be responsible for examining, examining and carrying out the ways and results of the work of his subordinates
3. The commitment of the leaders / superiors in their respective fields within the East Kutai Regency Marine and Fisheries Service in order to create reliable, professional, and moral Civil Servants as government administrators who apply the principles of good governance (Good Government) in Handling Health Protocols as Efforts to Prevent and Control Corona Virus Disease 2019 (Covid-19). So Civil Servants as elements of the state apparatus to implement Government Regulation Policy Number 53 of 2010 concerning Employee Discipline in order to truly materialize.

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