

Relationship of Communication and Resources to Implementation of Government Regulation No.53 of 2010 Concerning Discipline of Civil Servants in Makassar Health Training Center

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Abstract – In government agencies, work discipline is the main capital that must be owned by Civil Servants (PNS), because it is related to the delivery of public services. In the context of efforts to improve the discipline of civil servants, the government drafted regulations governing the discipline of Civil Servants, namely Government Regulation Number 53 of 2010 concerning the discipline of Civil Servants. This study aims to determine the relationship of Communication and Resources To the Implementation of Government Regulation Number 53 Year 2010 Concerning Discipline of Civil Servants at the Center for Health Training (Health Training Center) Makassar. This research uses a quantitative descriptive method with a cross-sectional study approach. The population in this study were all Civil Servants at the Makassar Health Training Center (BBPK). The research sample of 78 people. In this study using a questionnaire and data tested using chi-square. The chi-square test shows that there is an influence of Resources on the Implementation of Government Regulation Number 53 of 2010 concerning Discipline of Civil Servants ($p = 0.009$) and there is no effect of communication on the Implementation of Government Regulation Number 53 of 2010 concerning Discipline of Civil Servants ($p = 0,575$). The results of the analysis of the data obtained show that the better the resources in implementing the policy will have an impact on ASN compliance in upholding discipline, and vice versa. This research is expected to be an input for the Makassar Center for Health Training (Health Training Center) to further improve resources related to the level of employee understanding of the contents of the Government Regulation No.53 of 2010 concerning PNS discipline.

Keywords – Communication, Resources, policy implementation, and Civil Servant Discipline.

I. INTRODUCTION

Organizations are formed in order to achieve the agreed common goals, but to achieve these goals requires reliable and professional performance from the apparatus or employees of the organization concerned, so that in managing Human Resources is very important because HR is

the center or a source of strength in achieving the goals of an organization. So really need to pay attention to human resources so that the performance they produce can also be maximized. One of the factors that can improve employee performance is by increasing employee work discipline (Sinambela, 2016). Work discipline has an impact on a pleasant work atmosphere so that it will increase enthusiasm

in and reflect an attitude of respect for rules (Omisore & Adeleke, 2015; Andjarwati, 2019).

Human Resources, in this case, are Civil Servants, namely Citizens of the Republic of Indonesia who have fulfilled the specified requirements, appointed by authorized officials, entrusted with duties in a public office or assigned other duties, are paid based on applicable laws and regulations and it is also an element of implementing government, glue, unifying the nation and state and also being trusted by the government to achieve national goals. Therefore civil servants are referred to as elements of the State apparatus that function in carrying out general tasks of the government with high enthusiasm and discipline as a manifestation in implementing policies (Dewi, 2017).

So as to improve the discipline of civil servants, the government has made a policy namely Government Regulation Number 53 of 2010 concerning the Discipline of Civil Servants. However it is not uncommon when several institutions have tried to implement the policy in accordance with applicable regulations, the act of violation actually comes from the civil servants. For example, every day during working hours, there must be civil servants who are late coming to the office, and some are not even in the office during working hours without a clear reason.

From the data obtained from the head office of the Makassar Health Training Center, it can be seen that from 78 employees averagely 20 to 30 employees per month still commit disciplinary violations, especially on work time problems, namely arriving late at the office above 07.30 pm in accordance with those regulated in Government Regulation No. 53 of 2010 concerning Discipline of Civil Servants.

Implementation is an action or implementation of a plan that has been prepared in a mature and detailed manner. If related to policies, implementation is the application of policies that have been established and enforced. Therefore the implementation can only be carried out after a policy is formulated.

Edwards III (1980) said that in the study approach to policy implementation the abstract question starts from how the pre-conditions for the success of public policy then what are the main obstacles to the success of public policy (Suratman, 2017). Based on this statement, Edwards III considers four factors in implementing public policy, namely: Communication, Resources, Disposition / Attitude, and Bureaucratic Structure.

Based on the above background, this study aims to determine the relationship of Communication and Resources To the Implementation of Government Regulation Number 53 Year 2010 About Discipline of Civil Servants at the Makassar Health Training Center (BBPK).

II. METHODS

A. Research design

This type of research is a quantitative study using observational analytic design with cross-sectional approach. This research was conducted at the Center for Health Training (BBPK) Makassar.

B. Population and Sample

The population of this study were all employees of the Makassar Great Training Center, amounting to 78 people. While the sample in this study was drawn as a whole (total sampling) which is a sampling technique with all members of the population who meet the inclusion criteria in this study that became the research sample of 78 people.

C. Data collection

Procedure Data collection at the study site by interview and questionnaire distribution. The source of research data is primary data which is data obtained directly from interviews, observations from respondents and the results of filling out questionnaires distributed to respondents and secondary data is data obtained through documents in the form of reports on the number of employees at the BBPK Agency and the Present employee list in 2018 -2019. The questionnaire in this study contains statements by checking one of the choices of each answer, namely by using the Gutman scale.

D. Data analysis

The data analysis technique used is univariate analysis, which serves to provide a description of population characteristics and presentation of descriptive results through the frequency and distribution of the independent and dependent variables. Bivariate analysis is carried out to find the relationship between each independent variable and the dependent variable using the chi-square test.

III. RESULTS

Univariate analysis consists of a descriptive analysis of respondent characteristics and descriptive analysis of research variables. For descriptive analysis of the respondents' data, data were collected in the form of gender, age, education, and length of work as shown in the table below:

Table 1. Distribution of Respondent Characteristics by Gender at the Makassar BBPK in 2020

Sex	Total	
	N	%
Male	43	55
Female	35	45
Total	78	100

Source: Primary Data for 2020

Table 1 above shows that from 78 respondents there were 43 male respondents (55%) and 35 female respondents (45%).

Table 2. Distribution of Characteristics of Respondents by Age at the Makassar BBPK in 2020

Age	Total	
	N	%
20-30 Years Old	1	1
31-40 Years Old	22	28
41-50 Years Old	34	44
51-60 Years Old	21	27
Total	78	100

Source: Primary Data for 2020

While in table 2 above shows that for the most respondents (44%) and the least is in the age category 20-30 respondents in the age category 41-50 years by 34 years by 1 respondent (1%).

Table 3. Distribution of Respondent Characteristics by Education at the Makassar BBPK in 2020

Education	Total	
	N	%
Elementary School	1	1
Junior School	4	5
High School	9	11
DIII	3	4
DIV/S1 (Bachelor)	32	41
Master	27	35
Doctorate	2	3
Total	78	100

Source: Primary Data for 2020

In table 3 above shows that based on the level of education, most respondents who completed bachelor or Diploma IV education were 32 respondents (41%), and the

least were respondents who graduated from elementary school were only 1 respondent (1%).

Table 4. Distribution of Characteristics of Respondents by Length of Work at Makassar BBPK in 2020

Years of Service	N	%
≤ 10 Years	15	19
11-20 Years	31	40
21-30 Years	18	23
31-40 Years	14	18
Total	78	100

Source: Primary Data for 2020

In Table 4 above shows the characteristics of respondents based on length of service that is the most is in the category of length of work 11-20 years by 31 respondents (40%), then

the least is in the category of length of work 31 - 40 years by 14 respondents (18 %).

Table 5. Distribution of Respondent Frequencies Based on Communication Variables at BBPK Makassar in 2020

Communication	N	%
Enough	75	96
Less	3	4
Total	78	100

Source: Primary Data for 2020

While for the data in table 5 above shows that the frequency of the sample with the variable Communication, whereof 78 respondents there were 75 respondents (96%)

who stated that Communication was sufficient and there were 3 respondents (4%) who stated that Communication was lacking.

Table 6. Distribution of Frequency of Respondents by Variable Resources in Makassar BBPK 2020

Resources	N	%
Enough	42	54
Less	36	46
Total	78	100

Source: Primary Data for 2020

Whereas for the data in table 6 shows that the frequency of the sample with the variable Resources, whereof 78 respondents there were 42 respondents (54%) who stated that

Resources were sufficient and there were 36 respondents (46%) who stated that the Resources were lacking.

Table 7. Chi-Square Test Results Communication Variables on the Implementation of Government Regulation No.53 of 2010 concerning Discipline of Civil Servants at Makassar BBPK 2020

Research Variable	Policy Implementation				Total		P
	Enough		Less		n	%	
	n	%	N	%			
Communication							
Enough	60	80.0	15	20.0	75	100	p=0,575
Less	2	66.7	1	33.3	3	100	
Total	62	79.5	16	20.5	78	100	

Source: Primary Data for 2020

Based on the bivariate analysis shown in table 7 above the test results between the Communication variables on the implementation of the policy using chi-square obtained Sig (0.575) > 0.05 which means there is no relationship between

the communication factors towards the implementation of GOVERNMENT REGULATION No. 53 of 2010 concerning Discipline of Civil Servants.

Table 8. Results of Chi-Square Test of Resource Variables on the Implementation of Government Regulation No.53 of 2010 concerning Discipline of Civil Servants at Makassar BBPK 2020

Research Variable	Policy Implementation				Total		P
	Enough		Less				
	n	%	N	%	N	%	
Resources							
Enough	38	90.5	4	9.5	42	100	p=0,009
Less	24	66.7	12	33.3	36	100	
Total	62	79.5	16	20.5	78	100	

Source: Primary Data for 2020

While in table 8 the results of the test between the variable Resources to the implementation of the policy using chi-square obtained Sig value (0.009) < 0.05 which means there is a relationship between the resource factors towards the implementation of Government Regulation No. 53 of 2010 concerning Discipline of Civil Servants.

IV. DISCUSSION

The results of this study indicate that there is a relationship between resource factors and the implementation of Government Regulation No.53 of 2010 concerning the discipline of Civil Servants. Most respondents considered that the Resource factor in the implementation of the policy

was good enough, marked by the appointment of the implementers in the implementation of this policy starting from the time of socialization to its implementation, however, there were still some employees who still committed disciplinary violations so it became the leader's duty to further improve Supervision of employees so that there are no gaps in disciplinary violations.

The obstacles that are usually found in the implementation of civil servant discipline in the environment of government agencies are related to technical problems, such as lack of facilities and infrastructure, low awareness of civil servants in acting and being disciplined and the lack of

a supervisory system from the direct supervisor (Rafik, 2016).

Research conducted by (Iqbal, 2018) states that in relation to resources, the thing that hinders the implementation of the policy is the standard of work provided to staff is not in accordance with the Operational Procedure Standards and then the facilities and infrastructure are still relatively low, which causes insufficient staffing needs so that the local government is expected to provide facilities- facilities that can increase employee morale at work so that the level of discipline is also increased.

Furthermore, research conducted by (Knight, 2014) states that employees feel discipline procedures are applied inconsistently, and not all employees receive the same treatment or similar actions so it is recommended that leaders in the organization receive appropriate guidance and training to increase their understanding, which will lead to the application of consistent discipline and appropriate treatment suitable for all employees so as to produce a better morale, motivation and work environment for employees.

Then for the communication factor, in this study, the results obtained that there is no relationship between communications with the implementation of Government Regulation No. 53 concerning the discipline of Civil Servants. This indicates that the better communication does not affect ASN compliance, and vice versa.

Research conducted by (Wagiarti, 2013) states that communication in the implementation of Government Regulation policy no. 53 of 2010 concerning Discipline of Civil Servants has been effectively carried out through socialization, briefings at morning and evening apples, coordination meetings, appeals and circulars, but there are still differences in understanding of the contents, objectives, direction and objectives of the Government Regulation No. 53 of 2010 concerning the discipline of civil servants thus causing the policy implementation process to not run effectively.

Then research conducted by Lumbanraja & Sinulingga (2019) Stating that this research proves that the better the communication carried out, it will positively influence the quality of public services, so that if the communication delivered is clear and can be understood, the message to be conveyed can be well received by others.

Furthermore, it can also be seen the results of research from (Raimah, 2017) which shows that the implementation of Government Regulation Number 53 Year 2010 concerning

Discipline of Civil Servants at UIN Antasari Banjarmasin has been running well and is well communicated through socialization, only that socialization through banners has not reached all work units so that communication regarding policy implementation is not effective.

Supporting factors of the implementation of Government Regulation Number 53 Year 2010 are the supporting facilities and infrastructure that are complete, second is the ongoing socialization of Government Regulation Number 53 Year 2010, third is the awarding or rewards for Civil Servants who have a high level of discipline and then factors The obstacles to the implementation of Government Regulation Number 53 Year 2010 are those of the civil servants themselves (Hidayat & Idris, 2014).

V. CONCLUSION

There is a relationship between the Resources variable and the implementation of Government Regulation No.53 of 2010 concerning the discipline of Civil Servants at the Makassar Health Training Center (BBPK). There is no relationship between the Communication variable to the implementation of Government Regulation No.53 of 2010 concerning the discipline of Civil Servants at the Makassar Center for Health Training. It is recommended to the Makassar Center for Training (BBPK) that to increase employee awareness of discipline, continuous communication is needed, whether the implementation of the socialization is held once a month to remind employees of the contents of Government Regulation No. 53 of 2010 concerning the discipline of Civil Servants.

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