

Penerapan Disiplin Kerja dan Sanksi Pada Pegawai Dinas Kesehatan Provinsi Sumatera Barat

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ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi penerapan disiplin kerja dan sanksi pada pegawai Dinas Kesehatan Provinsi Sumatera Barat. Disiplin kerja merupakan faktor kunci dalam mencapai kinerja optimal di instansi pemerintah, termasuk Dinas Kesehatan, yang memiliki peran vital dalam menyediakan layanan kesehatan kepada masyarakat. Namun, masih terdapat permasalahan kedisiplinan di lingkungan Dinas Kesehatan Provinsi Sumatera Barat, seperti keterlambatan pegawai dan ketidakpatuhan terhadap peraturan instansi. Metode penelitian yang digunakan meliputi wawancara, observasi, kuesioner, dan studi pustaka. Kuesioner disebarikan kepada 30 pegawai untuk mengidentifikasi permasalahan kedisiplinan dan efektivitas sanksi. Hasil penelitian menunjukkan bahwa 59% pegawai memiliki disiplin kerja yang kurang baik, ditandai dengan seringnya keterlambatan dan ketidakpatuhan terhadap aturan berpakaian. Selain itu, sanksi yang diterapkan belum efektif dalam meningkatkan kesadaran dan kinerja pegawai.

Kata kunci : Disiplin Kerja, Sanksi, Pegawai, Kinerja, Dinas Kesehatan Provinsi Sumatera Barat.

Implementation of Work Discipline and Sanctions for West Sumatra Provincial Health Service Employees

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ABSTRACT

This research aims to evaluate the application of work discipline and sanctions to employees of the West Sumatra Provincial Health Service. Work discipline is a key factor in achieving optimal performance in government agencies, including the Health Service, which has a vital role in providing health services to the community. However, there are still disciplinary problems within the West Sumatra Provincial Health Service, such as employee tardiness and non-compliance with agency regulations. The research methods used include interviews, observation, questionnaires and literature study. Questionnaires were distributed to 30 employees to identify disciplinary problems and the effectiveness of sanctions. The research results show that 59% of employees have poor work discipline, characterized by frequent tardiness and non-compliance with dress codes. Apart from that, the sanctions applied have not been effective in increasing employee awareness and performance.

Keywords: Work Discipline, Sanctions, Employees, Performance, West Sumatra Provincial Health Service.