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Analysis of Factors That Play a Role in Enforcing Discipline of State Apparatus in Batam, Indonesia

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ARTICLE INFO

Keywords:

Firmness of rules
Leadership commitment
State apparatus discipline
State apparatus awareness
Supervision system

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The author has reviewed and approved the final version of the manuscript.

<https://doi.org/10.37275/arkus.v8i2.510>

ABSTRACT

Enforcement of state apparatus discipline in Indonesia is still a complex problem. In Batam, one of the largest industrial cities in Indonesia, the discipline of the state apparatus is an important factor in realizing good governance and improving public services. This research aims to analyze the factors that play a role in enforcing discipline among state officials in Batam. This research uses quantitative methods with a survey of 100 state officials in Batam. Data was collected through questionnaires and analyzed using factor analysis and multiple linear regression. The results of the research show that there are five factors that play a role in enforcing the discipline of state apparatus in Batam, namely: (1) leadership commitment, (2) firmness of rules, (3) awareness of state apparatus, (4) supervision system, and (5) strict sanctions. The factors of leadership commitment and firmness of rules have the most significant influence on enforcing the discipline of state officials in Batam. Leadership commitment and firmness of rules are the main keys to enforcing discipline in the state apparatus in Batam. Efforts are needed to increase leadership commitment and firmness of rules in enforcing discipline. Apart from that, efforts also need to be made to increase state officials' awareness of the importance of discipline, strengthen the supervision system, and provide strict sanctions to state officials who violate discipline.

1. Introduction

In the midst of the hustle and bustle of development and economic growth, Batam, as one of the largest industrial cities in Indonesia, is not immune to various challenges. One thing that is in the spotlight is the discipline of the state apparatus. A disciplined state apparatus is the main pillar in realizing good governance and improving the quality of public services. However, ironically, disciplinary violations still occur frequently, hampering the city's progress and eroding public trust. Cases of missing work, not being on time, and corruption are clear examples that color the face of the state apparatus in Batam. This, of course, raises a big question: what is actually the root of the problem? What factors play a role in enforcing discipline among state officials in

Batam? By analyzing the factors that play a role in enforcing discipline in the state apparatus in Batam, it is hoped that appropriate solutions can be obtained to improve the discipline and performance of the state apparatus.¹⁻³

Discipline of the state apparatus is the main key in realizing good governance. A disciplined state apparatus will increase the efficiency and effectiveness of the bureaucracy, as well as create quality public services. Batam as an industrial and trading city requires a disciplined state apparatus to support a conducive investment climate and encourage economic progress. Low discipline in the state apparatus can hamper development and reduce public trust in the government.⁴⁻⁶ Therefore, it is hoped that this research can make a significant contribution to

efforts to improve the discipline of the state apparatus in Batam in order to realize good governance, quality public services, and sustainable city progress.

2. Methods

This research uses quantitative methods with surveys to uncover the factors that play a role in enforcing discipline among state officials in Batam. A total of 100 state officials in Batam were selected as research respondents. This sample represents various agencies and levels of office to get a comprehensive picture of the discipline of the state apparatus in Batam. The questionnaire was carefully designed, containing questions that explored information about various factors that were considered to influence the discipline of state officials. Questionnaires were distributed to respondents, both directly and via online platforms. The questionnaire is divided into several categories, such as: Leadership commitment: Measures the level of leadership commitment and support in upholding discipline in state apparatus; Firmness of rules: Examine the clarity and firmness of rules and sanctions related to disciplinary violations; State apparatus awareness: Assess state officials' understanding and awareness of the importance of discipline; Supervision system: Analyze the effectiveness of the supervision system in enforcing discipline in state officials; Firm Sanctions: Evaluate the appropriateness and firmness of sanctions given to disciplinary violators. Data collected from the questionnaire was then analyzed using two statistical methods: 1. Factor analysis: Identifying the main factors that play a role in enforcing discipline in state officials; 2. Multiple linear regression: Measures the influence of each factor on enforcing discipline in state officials.

3. Results and Discussion

Factor analysis shows that there are five factors that play a role in enforcing discipline among state officials in Batam, namely: 1. Leadership commitment ($\alpha = 0.824$): this factor represents the strong commitment and determination of leaders in enforcing

discipline. Highly committed leaders will create a conducive work environment and encourage state officials to be disciplined. 2. Firmness of rules ($\alpha = 0.789$): this factor shows the clarity and firmness of the rules and sanctions applied in enforcing discipline. Clear and firm rules will provide legal certainty and prevent disciplinary violations. 3. State apparatus awareness ($\alpha = 0.751$): this factor reflects the state apparatus' understanding and awareness of the importance of discipline. State officials who are aware of the importance of discipline will be motivated to behave in a disciplined manner. 4. Supervision system ($\alpha = 0.713$): this factor shows the effectiveness of the supervision system in enforcing discipline. An effective supervision system will prevent and detect disciplinary violations, as well as provide a deterrent effect for violators. 5. Firm sanctions ($\alpha = 0.675$): this factor shows the firmness of sanctions given to state officials who violate discipline. Strict sanctions will have a deterrent effect and encourage state officials to be disciplined.

Leadership is like a captain who directs the ship of discipline. In the context of enforcing discipline in state apparatus, the role of leaders is very important and crucial. His strong commitment determines direction and goals, like a captain who determines the course of a ship in the middle of a wide ocean. A leader's commitment is not just words but must be realized in real actions. Disciplined leaders will inspire state officials to follow in their footsteps. This example can start with small things, such as arriving on time, completing tasks well, and behaving professionally. Leaders must build work systems and cultures that support discipline. This can be done by creating clear rules, rewarding disciplined state officials, and strictly enforcing the rules. Leadership will not tolerate violations of discipline and enforce rules consistently. This firmness shows that the leader is serious about enforcing discipline and does not show favoritism.⁷⁻¹⁰

A strong leader's commitment has a big influence on the discipline of the state apparatus. When leaders show their commitment, state officials will be more

motivated to be disciplined. State officials will have more confidence in leaders who are committed to enforcing discipline. Leader commitment can increase the motivation of state officials to behave in a disciplined manner. The leader's firmness in enforcing the rules will create consistency and certainty for state officials. Leaders who are strongly committed to upholding discipline are like capable captains in steering the ship of discipline. With their commitment, leaders can build a state apparatus that is disciplined, professional, and has integrity. This will have a positive impact on good governance, quality public services, and the nation's progress.¹¹⁻¹⁴

Rules are like signs that guide state officials in their behavior. The strictness of the rules ensures that every violation will receive fair and firm consequences. This is important to build professional state apparatus discipline and integrity. Clear and easy-to-understand rules provide certainty for state officials about what is expected of them. Strict rules can prevent state officials from violating discipline. Rules that are applied consistently to all state officials without discrimination will guarantee justice. Strict rules must provide consequences commensurate with the level of violation. Rules must be written in language that is easy to understand and does not have multiple interpretations. Rules must be applied consistently to all state officials without discrimination. Disciplinary violations must receive consequences commensurate with the level of the violation. The strictness of the rules has a big influence on the discipline of the state apparatus. When rules are strictly enforced, state officials will be more motivated to be disciplined. State officials will feel confident that violations of discipline will receive consequences. The strictness of the rules will provide a deterrent effect for state officials who want to violate discipline. Strict rules help build a professional work culture and integrity. The strictness of the rules is like clear and firm signs that guide state officials to behave in a disciplined manner. With firm rules, state officials will be more motivated to be disciplined and professional. This will have a positive impact on good governance, quality public services,

and the nation's progress.¹⁵⁻¹⁷

State apparatus discipline is not only about leadership commitment and firmness of rules. Awareness of state officials, a monitoring system and strict sanctions also play an important role in building strong and sustainable discipline. State apparatus awareness of the importance of discipline is a fundamental basis. Understand the negative impact of disciplinary violations, both for oneself, the institution, and society. Have a sense of responsibility to behave in a disciplined manner and maintain the good name of the agency. Have internal motivation to be disciplined because you understand the benefits. Providing education about the importance of discipline through various media and activities. Show exemplary examples of disciplined leaders and state officials. Give rewards to disciplined state officials to increase motivation. An effective supervision system plays an important role in preventing and detecting disciplinary violations. A good monitoring system must cover all state apparatus and all aspects of work, have a clear and well-organized structure, and be carried out in an objective and impartial manner. Efforts to strengthen the supervision system can be made by utilizing technology to increase the effectiveness of supervision, increase the capacity and quality of human resources in supervision, and strengthen regulations related to the supervision system. Strict sanctions provide a deterrent effect for state officials who violate discipline.¹⁸⁻²⁰

4. Conclusion

Based on the research results, it can be concluded that there are five factors that play a role in enforcing the discipline of state apparatus in Batam, namely: (1) leadership commitment, (2) firmness of rules, (3) awareness of state apparatus, (4) supervision system, and (5) strict sanctions. The factors of leadership commitment and firmness of rules have the most significant influence on enforcing discipline of state officials in Batam, Indonesia.

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