



Implementation of the Civil Servant Code of Ethics in the Blitar City Regional Secretariat

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ABSTRACT

This research aims to describe and analyze the implementation of public services and the inhibiting and supporting factors in implementing the civil servant code of ethics based on Mayor Regulation 8 of 2017 concerning the civil servant code of ethics within the Blitar City Regional Secretariat. The location of the research was carried out at This research was carried out at the Regional Secretariat of the City of Blitar, which is located in the City of Blitar. The results of the research found that the study showed that the application of the civil servant code of ethics could be implemented quite well by the state apparatus in the Regional Secretariat but could have been more optimal. Enforcement of the Code of Ethics for employees who commit violations can be subject to moral sanctions made in writing and stated in a closed or open manner by the Civil Service Development Officer and administrative sanctions such as verbal reprimands. The inhibiting factor in applying this code of ethics is that employees need more discipline and awareness. At the same time, the supporting factors are the Blitar Mayor Regulation number 8 of 2017 concerning the Civil Servants Code of Ethics, which can be a reference or guide in implementing it.

Keywords: Civil Servant, Code of Ethics, Implementation.

1. INTRODUCTION

According to (Sadhana Kridawati: 2010), The conception of good governance requires every government apparatus to be responsible for all attitudes, behaviors, and policies of society. For this reason, apparatus with the capacity and capability to optimize the implementation of its main tasks and functions based on a spirit of dedication oriented towards public service, protecting, and empowering the community is needed. Ethics is a concept that can describe what is in morals and explain what is right and what is wrong. At the same time, the final product of the bureaucracy is public service. So ethics is one of the determining factors and is a measure of the public's satisfaction and the success of public service organizations. In public services, ethics is defined as the philosophy and professional standards (code of ethics) or morals or proper rules of conduct that public service providers or administrators should obey. Based on the concept of ethics and public service above, what is meant by public service ethics is a practice of public administration and the provision of public services (delivery system). Based on a set of rules of conduct or a code of ethics that regulates matters that are "good" to do or vice versa, "bad" to avoid. Furthermore, Widodo, 2001: 252 defines bureaucratic ethics as a set of values that become a reference or guide for human action in organizations. Bureaucratic ethics does not question or judge whether the actions of bureaucrats are "right" or "wrong" but question or assess the nature, behavior, and actions of bureaucrats "good or "bad," "commendable," or "despicable."

In practice, four levels of public service ethics often overlap impersonal Morality/Individual, Professional, Organizational, and Social Ethics. Should every civil servant be able to account for all work that the state has mandated, Willbut implementing a policy is complex because implementation involves the interpretation, organization, and support of existing resources. Based on this, the Blitar city government has critical monitoring of HR issues to survive in the globalization era because Human Resources will determine the direction and implementation of activities within a bureaucracy. Through the mayor's regulation number 8 of 2017 concerning the employee code of ethics, violations related to the code of ethics are still found. Not only violations but the need for more awareness to make the code of ethics a guideline for behavior and action assesses some leaders needing more. Of the dozens of regional apparatus organizations or OPDs within the Blitar City government, the one with the most significant number of civil servants and experiences several problems in carrying out bureaucratic governance is the Regional Secretariat. For

this reason, a large part of the Blitar City regional government should have more awareness to adequately accommodate all assessments and work results.

2. LITERATURE REVIEW

2.1 Policy Implementation Concept

According to Van Metter and Van Horn in Agustino (2008: 195) explains that: Policy implementation is actions taken well by individuals/officials or government or private groups directed at achieving the goals whose purpose has been outlined in policy decisions. Policy implementation is critical in the series structure policy because, through this procedure, the policy process can be influenced by the success or failure of goal attainment. There is there are two approaches to understanding policy implementation, namely: top-down and bottom-up approaches. The essence of these two approaches is the extent to which the actions of implementers (administrators and bureaucrats) are by the procedures and objectives that policymakers have chosen.

Van Metter and Van Horn in Agustino (2008: 142) state that six factors influence policy implementation. First, seize Policy Objectives whose level of success can be measured if and only if the measures and objectives of the policy are indeed realistic with the social culture that exists at the level of policy implementers. Two Resources: The success of the policy implementation process depends on the ability to utilize available resources. Third, the Executing Agent's characteristics include formal and informal organization. The broader the scope of policy implementation, the greater the number of agents involved. Fourth, the Attitude/Trend(disposition) of executors which affect the success or failure of policy implementation performance because policy implemented not the result of the formulation of residents who know the problems and problems they feel. Fifth, inter-organizational communication and coordinating executing activities where the better communication coordination between parties involved in an implementation process. The assumption is that errors will be minimal to occur and vice versa. Moreover, the last one is the economic, social and political environment.

2.2 Civil Servants Work Ethics Concept

The concept of the word ethics in English is called "ethics ."Etymologically the word ethics (ethics) comes from the Ancient Greek "ethos," which means fence for livestock so that the cattle do not wander around as they, please. Work ethic is the overall way employees should act or behave both individually and in groups in cooperation to do something in the performance of their duties. The employee's work ethic is varied. However, it will be dynamic according to the state of the organizational environment, and this employee's work ethic will remain good if the employee feels satisfied. Leaders must pay attention to employee satisfaction in the form of material and non-material. Satisfaction in this non-material form is stimulation and personal growth. In the form of material satisfaction, workers have obtained their rights through the provisions of the employee pay system. Therefore it is necessary to pay further attention to non-material satisfaction in the form of awards and opportunities within government organizations. As described in Law No. 43 of 1999 concerning Amendments to Law Number 8 of 1974 concerning Principles of Civil Service, a Civil Servant is every citizen of the Republic of Indonesia who has fulfilled the specified requirements. Based on this understanding, the ethics of public officials are related to the actions of someone who holds a particular position, both during working hours and outside of work and in his daily life. Civil Servant Ethics is also known as the bureaucratic ethics part of government ethics. A set of values in bureaucratic ethics that can be used as a reference, reference, and guide for public bureaucracy in carrying out their duties and authorities, including efficiency, distinguishing private property from office property, impersonal, and a mental system. From the brief description of the concepts and policies of civil servant ethics above, it can be concluded that the ethics of civil servants contain values that are guidelines for attitudes, behavior, and actions that apply to civil servants both in the life of the state, themselves, in organizations, society, and socializing.

3. RESEARCH METHOD

3.1 Research Locations

In determining the location of the research, Moleong (2004:86) states that the best way is to consider the theory substantive and explore the field to find conformity with the reality in the field. At the same time, geographical and practical limitations such as time, cost, and workforce should also be considered in determining the research location. This research was conducted at the Regional Secretariat of Blitar City, located in Blitar City, specifically in Jalan Merdeka 105, Kepanjenkidul District, Blitar City. The scope of this research is the Study of the Implementation of Personnel Policy at the Blitar City Regional Secretariat based on Mayor Regulation 8 of 2017 concerning the Code of Ethics for Civil Servants.

3.2 Research Informants

Research informants are people who are used to provide information about the situation and background conditions of the research (Moleong Qualitative Research Methodology 2000: 97). In qualitative research, they are also called resource persons, or participants, informants, friends, teachers or consultants in research because they do not only answer questions -ask questions

passively but interact interactively with research. This study's informants were the Head of BKD, the Section Head, and the Staff. This qualitative study also used resource persons or participants, informants, friends, teachers, or consultants.

3.3 Data Sources

What is meant by the data source in this study is the subject from which the data can be obtained. There are three types of data sources, namely a.) Persons are people who play a specific role. The role in question is a party that influences this study. The actors are echelon 2, 3, and 4 officials within the municipal government and the secretariat and staff at the regional secretariat of Blitar City. b) Place, namely the place where interaction in a social situation is taking place. In this study, the space and place of research is the physical environment of the agency, namely the Blitar City Secretariat Environment. c.) Paper is a data source that presents signs in letters, numbers, pictures, or other symbols. Furthermore, the authors group the determination of data sources into two, namely a) Primary data,

3.4 Data Analysis Techniques

Activities in qualitative data analysis are carried out interactively and continue continuously until complete so that the data is saturated. Activities in analyzing data are data reduction, data display, and conclusions. This study's data analysis was carried out in several stages, namely a.) Data reduction was summarizing, choosing the main things, focusing on important things, and looking for themes and patterns. Thus, the reduced data will provide a clearer picture and make it easier for researchers to collect further data and look for it if needed; b.) Presentation of data can be done in the form of brief descriptions, charts, relationships between categories, flowcharts, and the like. The most frequently used way to present data in qualitative research is with narrative text,

4.RESULTS AND DISCUSSION

4.1 The mechanism for the Implementation of the Civil Servant Code of Ethics

It can be developed by implementing the Civil Servant Code of Ethics as regulated in regulation of Mayor Number 8 of 2017 when encountered in the field and conducted interviews and observations. It is also seen that implementation in daily life can be carried out and is already running. Minor violations can still be found, such as being late for attendance, not attending meetings, etc. The scope of the internalization of values in ethics has been carried out for a long time. With examples of each of the ethics mentioned, they can be taught and translated into programs and activities. They can be carried out properly by employees in the City of Blitar.

In terms of the theory of public policy implementation, it is known as the policy objective variable, which aims to achieve good civil service values in terms of implementing the civil servant code of ethics. All work and employee performance can be measured by regulating attitudes and ethics. In terms of achieving these goals, there are still biases that occur, in this case, violations. Violations include being late for apples and going to work, having an affair, skipping class during working hours, and so Implementing on of the code of e. Every employee's obligation can also be carried out without any problems.

Regarding religion, there is already a spiritual system and prayer room facilities within the regional secretariat which can and are typically used at Islamic religious events such as compensation, khaman Qur'an and studies. However, this shows that there are still, and it can be said, a large number of civil servants who are exposed minus religious ethics in this matter, which seems to give a general picture in the society of the number of civil servants who are now forming radical movements. In addition, implementing the code of ethics is always intertwined with a good chain of coordination and communication, as evidenced by the fact that regional events can be carried out properly because ethical awareness is maintained. Civil servants with superiors and leaders who are attached, both direct and indirect leaders, are happening very positively among the lines of sections of the regional secretariat itself.

Civil servants at the regional secretariat must be vigilant and prudent in their work. Maximizing existing resources is necessary to run a clean and honest government. For this reason, it is necessary to pay attention to several things, such as ethics in organizations, which are a vehicle for carrying out activities with rhythmic goals and objectives. A condition of good and correct organizational ethics that is highly demanded of civil servants is maintaining honor in carrying out their duties, such as dressing and wearing entire attributes. However, in practice, many civil servants still ignore the beauty and neatness of dress. Small things are sometimes overlooked and become an assessment of great concern both by civil society and vertical agencies in the Blitar City area.

Furthermore, an operator in the field of public services should be able to provide the best example to the community. When a civil servant is given authority and a high position, he should remain careful and uphold organizational ethics. Not only is his name at stake, but many parties will be harmed when he enters the legal and criminal pathways. Based on the results of the interviews above, employees in the Blitar City Regional Secretariat have been able to apply ethics in society. As an operator in the public service sector, you should be able to set the best example for the community. When a civil servant is given authority and a high position, he should remain careful and uphold organizational ethics because not only is his name at stake, but also, when he enters the legal and criminal pathways, many parties will be harmed. Based on the results of the interviews above, employees in

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Civil servants are elements of the apparatus who always have wisdom related to the implementation of programs and activities that concern the needs of the public, so it is appropriate to have ethics towards oneself in the sense of being able to maintain one's good name. In this case, the researcher interviewed the Head of the General Section of the Regional Secretariat of the City of Blitar, who said that "overall it was pretty good, ethics towards oneself according to the mother herself, although in general there were several violations that occurred these were not found in this regional secretariat environment. When a violation occurs, there is an act of adultery. For example, an attitude is immediately taken, and firm action is given by giving disciplinary punishment so that it will have a deterrent effect on the civil servant perpetrators. The implementation is good enough, considering the problems or violations are very few and can be almost transparent. So the implementation is exemplary.

Ethics towards fellow civil servants. Includes mutual respect among civil servants as colleagues who have the appropriate rights and obligations within a work unit, agency, or between agencies; maintains a sense of unity among civil servants and establishes cooperation among civil servants. This elements coordinate and work together to contribute to the success of every event held to create a solid and entertaining environment and service to the community. It is also not that civil servants within the Blitar City Regional Secretariat have successfully implemented this code of ethics sectarian.

4.2 The procedure for implementing the civil servant code of ethics

Regarding the implementation of regulation of Mayor Number 8 of 2017, it cannot be said that it has run smoothly because, from the results of interviews and observations in the field, there has been no socialization regarding procedures known to the informants. The sources admitted that they did not know and tended to equate the code of ethics with the disciplinary rules for civil servants. Because it has yet to be optimal so far, PP 54 of 2010 concerning PNS (civil servants) discipline is considered more appropriate. Enforcement of the code of ethics within the Regional Secretariat of the City of Blitar runs on its own by standard and behavioral guidelines because it tends to be dominated by Mataraman Javanese natives who tend to be subtle and do not like to do anything arbitrarily—enforcement of regional regulations, which the Civil Service Police Unit still handles. Regarding the code of ethics, Satpol PP officers cannot move actively because the code of ethics and ethical violations are difficult to measure. While many employees violate working hours, they cannot be dealt with ethically because the prosecution tends to be partial. Many people commit violations, people. Thus, the way to analyze it is through inherent leadership and function coordination between employees for each other to rebuke and remind. The inherent function of leadership is Control which also applies when there are violations of civil servant ethics and discipline.

Enforcement of the Code of Ethics for Civil Servants who violate the Code of Ethics for Civil Servants is subject to moral sanctions, which are made in writing and declared privately or openly by the Civil Service Development Officer. The definition in a closed space is that the delivery of the statement is only known by the Civil Servant concerned and the official who made the statement. When delivering a statement privately, other relevant officials may be present, provided that the relevant official may not be of a lower rank than the Civil Servant concerned. Meanwhile, statements of sanctions for violating the code of ethics are conveyed openly, meaning that sanctions are conveyed through official meeting forums for Civil Servants, flag ceremonies, mass media, and other forums as deemed appropriate. Moral sanctions are determined by a decision of an official authorized to impose sanctions and are imposed based on the results of an examination by the Civil Servant Code of Ethics Council by specifying the types of violations of the code of ethics committed by civil servants and can also be subject to disciplinary punishment for civil servants. Additional moral sanctions for PNS who are declared to have violated the PNS code of ethics in the form of an obligation to submit an apology verbally, a written apology, and a statement of regret. Additional moral sanctions for PNS who are declared to have violated the PNS code of ethics in the form of an obligation to submit an apology verbally, a written apology, and a statement of regret. Additional moral sanctions for PNS who are declared to have violated the PNS code of ethics in the form of an obligation to submit an apology verbally, a written apology, and a statement of regret.

Subsequent sanctions can be subject to administrative actions such as verbal warnings; written statements of dissatisfaction; postponement of periodic salary increases for 1 (one) year; postponement of promotion for 1 (one) year; demotion to a lower level for one year; demotion to a lower level for 3 (three) years; transfer in the context of demotion to a lower level; release from office; honorable dismissal not at his request as a civil servant; or dishonorable discharge as civil servants. On the other hand, civil servants who are not proven to have violated the Code of Ethics rehabilitate good name, based on the decision of the PNS Ethics Council examination results. The PNS Ethics Council Decision determines rehabilitation.

4.3 Factors Inhibiting and Supporting the Implementation of the Civil Servants Code of Ethics in the Scope of the Regional Secretariat based on Mayor Regulation number 8 of 2017

In implementing the Civil Servant Code of Ethics in the Regional Secretariat of Blitar City, researchers found several obstacles to implementing the PNS Code of Ethics in the Regional Secretariat Environment, including a.) Lack of PNS Discipline in the Blitar City Regional Secretariat Environment where every civil servant has exercised foundation before becoming a civil servant. This essential training aims to form mentally and physically. So for the level of discipline, every civil servant should understand and understand the level of discipline. However, on implementation in the field, many civil servants still need more discipline in terms of work. b.) Lack of Awareness of Civil Servants in Implementing the Code of Ethics. Today civil servants are required to behave professionally, both physically and mentally. The lack of awareness of a civil servant can hinder the implementation of the code of ethics in the government environment, so high awareness is needed for every civil servant so that he is always responsible for his work. Besides existence factor obstacles to the implementation of the code of ethics, there are also factor the driving force for implementing the code of ethics within the Blitar City Regional Secretariat is the Blitar Mayor Regulation number 8 of 2017 concerning the Civil Servant Code of Ethics, in this Perwali, we can make it a reference or guide in implementing the Code of Ethics within the Blitar City Regional Secretariat.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusion

Implementing the Code of Ethics can work well when each individual understands and understands what a code of ethics is and the purpose of making the mayor's regulations regarding the Code of Ethics itself. So that when a person is already a civil servant, they can be adequately responsible in terms of mechanisms, procedures, communication systems, coordination systems, and attitudes towards implementing the code of ethics with their respective jobs, and also basically a code of ethics, especially for civil servants in the environment. Regional Secretariat is quite good. The study results show that the civil servant code of ethics can be implemented relatively well by state apparatus within the Regional Secretariat, but it could be more optimal.

5.2 Suggestion

Suggestions that can be made for further research are that the most straightforward effort to develop the concept of ethics in organizations is to socialize Blitar Mayor Regulation Number 8 of 2017 to civil servants to provide an understanding of the code of ethics. System close relationship between employees and executors or implementors in communicating, Provides more oversight inherent in each section so that there is no miscommunication in coordination, and Provides disciplinary materials and a code of ethics in every event related to employee training.

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