

**THE COMPLIANCE LEVEL OF OFFICIALS FOR STAFF
DEVELOPMENT IN LAW ENFORCEMENT OF STATE CIVIL
APPARATUS DISCIPLINE AT THE GOVERNMENT OF BENGKULU
PROVINCE**

By:

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ABSTRACT

Government of Bengkulu Province is strongly committed to improve the quality of the bureaucratic reform of Apparatus Resources particularly apparatus resources reform at the environment of Local Government of Bengkulu Province. Based on Attachment 1 of Regulation of the Head of the Civil Service Agency No. 21 of 2010 concerning the Implementing Regulations of Government Regulation No. 53 of 2010 on Discipline of Civil Servants, it is known that the employee dismissal procedures that violate discipline begins by calling the concerned continued with the establishment of inspection team. The results of the examination if proven to do violation, then the competent authorities impose disciplinary punishment. There have been many advances experienced by the government in the field of employment, which previously civil servants performance was rated based on patronage system where the presentation and work are preferred switched to merit system in which the competence and performance of employees are preferred. However, there are still some violations occurred both violations of discipline and criminal.

Keywords: Compliance - Officials for Staff Development – Law Enforcement – Discipline Violation - State Civil Apparatus

A. INTRODUCTION

1. Background of the Research

State Civil Apparatus Employees hereinafter will be referred as ASN employees are employees who serve as the executor of public policy, public servant, and adhesives and unifying the nation, as stated in Article 10 of the Law of the Republic of Indonesia Number 5 of 2014 on State Civil Apparatus (ASN Law).

ASN assignments had been regulated in Article 11 of ASN Law which stated that ASN employees are in charge of: a. Implementing public policy made by the Officials for Staff Development in accordance with the provisions of the legislation; b. Providing qualified and professional public services; and c. Strengthening the unity and integrity of the Unitary State of Republic of Indonesia.

In order to carry out their duties, violations frequently occurred that may disrupt public services which should be prioritized in carrying out their duties. As civil servants and employees of public certainly ASN employees who are originally civil servants at the time appointed as civil servants are required to take an

oath/pledge, violation of duty and/or oath/pledge of civil servants is a common disciplinary offense.

Based on the information from Regional Employment Board, it was known that as many as 36 people are convicted of Corruption, where as many as 13 people have been discharged and 23 people have not been dismissed as a civil servant in accordance with the provisions of the legislation in force, namely Government Regulation No. 53 of 2010 on Discipline of Civil Servants which remains valid to the time of this study.

Government Regulation No. 11 of 2017 on the Civil Servant Management is also the implementing regulation of the ASN Law. Thus both government regulations can be used as guidelines in law enforcement against violations of discipline by the ASN in the Government of Bengkulu Province.

In Article 229 paragraph (3) and (4) of Government Regulation No. 11 of 2017 on the Civil Servant Management explicitly mentioned that:

(3) Civil servants with disciplinary offenses are sentenced to discipline.

(4) The punishment of discipline referred to in paragraph (3) was dropped by officials who are authorized to give punishment.

Based on the background above, the author interested in discussing the issue in the form of a thesis entitled: "The Compliance Level of Officials for Staff Development in Law Enforcement of State Civil Apparatus Discipline at the Government of Bengkulu Province".

2. Identification of Problem

The problem issued in this journal was: How was the Compliance Level of Officials for Staff Development in Law Enforcement of State Civil Apparatus Discipline at the Government of Bengkulu Province?

B. RESEARCH METHOD

The research method used was empirical research. This type of research was field research because the studied object was the object in the field. Approach method used was empirical approach which is better known as sociological method that is besides conducting empirical research by doing interview also studying books, journals and

previous research result and all existing regulations.

C. RESULTS AND DISCUSSION

The Compliance Level of Officials for Staff Development in Law Enforcement of State Civil Apparatus Discipline at the Government of Bengkulu Province

Regional Employment Board is a supporting element of the Governor's duties, led by a Head who works under and responsible to the Governor through the Regional Secretary. Provincial Regional Employment Board has the main duty to conduct the preparation and implementation of regional policies in the field of regional personnel apparatus.¹

In Article 4 paragraph (1) of Bengkulu Governor Regulation No. 66 of 2016 concerning Position, Organizational Structure, Duties and Functions, and Working Procedures of the Regional Employment Board of Bengkulu Province, it is stated that "the Head of the Board has the duty to implement the drafting and

¹Anonymous, *Rencana Strategis Badan Kepegawaian Daerah Provinsi Bengkulu Tahun 2016- 2021*, Regional Employment Board of Bengkulu Province, Bengkulu, 2016, p. 7.

implementation of regional policies in the field of regional personnel apparatus".²

In the Provincial Government of Bengkulu, the problem of regional personnel is managed by the Regional Employment Board of Bengkulu Province, which is a Regional Apparatus Organization that was formed specifically to handle the affairs of the Bengkulu Provincial employment. The objective formulated by the Regional Employment Board of Bengkulu Province in carrying out its employment management is "Increased professionalism of the Apparatus" in Bengkulu Province as expected.

In Article 362 of Government Regulation No. 11 of 2017 on the Management of Civil Servants, it is stated that "At the time this Government Regulation comes into force, it is revoked and declared invalid a number of Government Regulations and mandates the establishment of a new Government

Regulation as a regulation of its implementation."³

In parallel to that, a number of Regulations are also stated to be valid as long as they have not been replaced based on Government Regulation No. 11 of 2017. This is stated in Article 363 of Government Regulation No. 11 of 2017 on the Management of Civil Servants.⁴

Some Regulations revoked and declared to be null and void are: Government Regulation Number 4 Year 1966 regarding Dismissal / Temporary Dismissal of Civil Servants as long as concerning provisions relating to civil servants; Government Regulation No. 21/1975 on Oaths/Pledges of Civil Servants; Government Regulation Number 24 Year 1976 regarding Civil Servant Leave; Government Regulation No. 15/1999 on the List of Rank of Civil Servants; Government Regulation Number 32 Year 1979 concerning Dismissal of Civil Servants, as amended several times, most recently by Government Regulation Number

²Article 4 paragraph (1) of Bengkulu Governor Regulation No. 66 of 2016 concerning Position, Organizational Structure, Duties and Functions, and Administration of Regional Employment Board of Bengkulu Province.

³Article 362 of Government Regulation Number 11 Year 2017 on the Management of Civil Servants

⁴Article 363 of Government Regulation Number 11 Year 2017 on the Management of Civil Servants

19 Year 2013 regarding Fourth Amendment to Government Regulation Number 32 Year 1979 concerning Dismissal of Civil Servants; Government Regulation No. 16 of 1994 on the Functional Position of Civil Servants; Government Regulation Number 29 of 1997 concerning Civil Servants Occupying Multiple Positions; Government Regulation Number 97 of 2000 on Formation of Civil Servants; Government Regulation Number 98 of 2000 on Procurement of Civil Servants; Government Regulation No. 99 of 2000 on the Rank of Civil Servants; Government Regulation Number 100 of 2000 concerning the Appointment of Civil Servants in Structural Positions; Government Regulation Number 101 Year 2000 on Education and Training of Civil Servants; Government Regulation No. 13 of 2001 on the Transfer of Status of Members of the Indonesian National Army and Members of the Indonesian Police Force into Civil Servants to occupy a Structural position; Government Regulation Number 9 Year 2003 on the Authority to Appoint, Transfer and

Dismiss Civil Servants; and Government Regulation No. 21 of 2014 on Dismissal of Civil Servants Achieving Retirement Age Limit for Functional Officials.

One Government Regulation which is not revoked and declared still in effect is Government Regulation Number 53 Year 2010 concerning Civil Service Discipline. Accordingly, Article 230 of Government Regulation No. 11 of 2017 concerning the Management of Civil Servants states that "Further provisions regarding the performance appraisal of civil servants and civil servant discipline as referred to in Article 228⁵ and Article 229⁶ shall be

⁵Article 228 of Government Regulation Number 11 Year 2017 on the Management of Civil Servants, states that "(1) Assessment of the performance of civil servants aims to ensure the objectivity of civil servant development based on achievement system and career system. (2) Assessment of civil servants performance is based on performance planning at the individual level and unit level or organization, taking into account the targets, achievements, outcomes, and benefits achieved, and the behavior of civil servants. (3) The performance appraisal of civil servants is conducted objectively, measurable, accountable, participatory, and transparent. (4) The performance assessment of civil servants as referred to in paragraph (3) shall be conducted by the direct superior of PNS or officials determined by PyB."

⁶Article 229 of Government Regulation Number 11 Year 2017 on the Management of Civil Servants, states that "(1) To ensure the maintenance of order in

regulated by Government Regulation”.

Since the Government Regulation regulating the performance appraisal and civil servant discipline as stipulated in Article 228 and Article 229 of Government Regulation Number 11 Year 2017 concerning Civil Servant Management has not yet been established, it is understood that for the enforcement of the discipline of State Civil Apparatus shall still be guided by Government Regulation No. 53 Year 2010 on Civil Servant Discipline. Article 6 of Government Regulation Number 53 Year 2010 concerning Civil Servant Discipline states that "Without prejudice to the provisions in the criminal legislation, civil servants who commit disciplinary offenses are sentenced to discipline. The problem arises if the PPPK who commits a disciplinary offense whether the disciplinary enforcement which is

the smooth implementation of duties, civil servants are required to comply with the discipline of civil servants. (2) Government Institutions are obliged to carry out disciplinary enforcement of civil servants and carry out various discipline improvement efforts. (3) Civil servants who commit disciplinary offenses are sentenced to discipline. (4) The disciplinary punishment as referred to in paragraph (3) shall be imposed by the competent authorities."

also guided by Government Regulation No. 53 of 2010 on Civil Service Discipline, needs further study.

In accordance with the duties and functions as a support element of the task of the Governor of Bengkulu in the implementation of government tasks and development, especially in the field of employment, Regional Employment Board of Bengkulu Province has always been strongly committed to implementing a change of paradigm of human resources management that emphasized the rights and obligations of individual employees to new perspective of strategic human resource management in order to always be available the resources of the Civil State Apparatus (ASN) that is in line with the dynamics of changes in the ASN mission and the vision and mission of the Governor in the Regional Medium Term Development Plan (RPJMD) of Bengkulu Province. Therefore, RPJMD of Bengkulu Province Year 2016-2021 used as guidance in the preparation of Strategic Plan for Regional Employment Board of Bengkulu Province in 2016-2021.

Related to the implementation of reformation of bureaucracy especially reformation of apparatus resources within the Regional Government of Bengkulu Province is in need of a change of employment management that is capable of supporting the development of democratic, decentralized and dynamic governance, and social market economy that is more open, so it needs to build Bengkulu Regional ASN that has higher strength and ability and competitiveness and more able to implement the achievement of the goals and programs of the Government and Local Government. Development and quality improvement of Human Resources Apparatus or ASN at this time is the main discussion both in the public and private sector. This is triggered due to various technological advances and knowledge as well as culture.

Based on the research results, it was obtained data from Regional Employment Board of Bengkulu Province about some ASN personnel who violate the discipline for being convicted in a criminal act of

corruption, but only as many as 13 people who were sentenced to discipline as shown in Table 1 below:

Table 1. Civil Servants being Convicted of Criminal Acts of Corruption that Have/Have Not Been Dismissed

NO	NAME OF CONVICTED	LEVEL	COURT RULING	DESC.
1	Muhammad Ali Afni, S.Sos.	III / d	March 20, 2012	Not yet
2	Rahmat Eka Wijaya, S.T.	III / c	August 16, 2013	Not yet
3	Ir. Moch. Karyamin	III / d	March 18, 2015	lready
4	Abu Hasan Azhari, S.Pi.	III / c	March 27, 2015	already
5	Ir. Bismalinda, M.Si.	IV / a	March 27, 2015	already
6	Sudirman, S.Sos.	III / d	April 2015	Not yet
7	Lukman Haryanto, S.Pd.	III / d	14 April 2015	Not yet
8	Drs. Almizan	IV / b	May 26, 2015	Not yet
9	Adrianto Hima, S.E.	III / c	August 24, 2015	already
10	Edi Santoni, S.Sos., M.Kes.	IV / a	October 26, 2015	already
11	Dr. Ir. Herawansyah,	IV / c	June 14,	Not yet

	M.Sc., M.T.		2016	
12	Ir. Fatmawati	IV / a	September 7, 2016	already
13	Bambang Herwan, S.Sos., S.T.	III / d	September 7, 2016	Not yet
14	Jawawi, S.T.	III / d	16 September 2016	already
15	Yenni Arfianti, B.P.A.	III / b	28 September 2016	already
16	Safri, S.Sos.	III / d	29 September 2016	Not yet
17	Ir. Rinaldi, M.M.	IV / c	October 14, 2016	already
18	Maryani Devi, S.Sos.	III / c	December 20, 2016	already
19	Amrullah, S.P.	IV / a	25 November 2016	Not yet
20	Deni Setiawan, S.P., M.Si.	III / c	25 November 2016	Not yet
21	Soneta Efendi	II / a	25 November 2016	Not yet
22	Khairul Anwar	III / b	25 November 2016	Not yet
23	Deri Antoni	III / c	25 November 2016	Not yet
24	Lilik Sukirman, S.P.	III / d	25 November	Not yet

			ber 2016	
25	Ir. Edi Nevian	IV / d	25 November 2016	Not yet
26	BuyungMutahan, S.T.	III / d	March 20, 2017	already
27	Untung, S.T.	III / c	March 20, 2017	already
28	Ismilianto, M.Pd.	IV / a	July 4, 2017	Not yet
29	Junaidi H., S.T.	IV / a	July 25, 2017	Not yet
30	Edi Efendi, S.E.	II / a	August 29, 2017	Not yet
31	Andi Roslinsyah, S.T., M.T.	IV / b	11 September 2017	Not yet
32	Delpi Pardiansyah	III / c	December 12, 2017	Not yet
33	Hendri Sumantri, A.M. KL.	III / d	December 23, 2017	already
34	Sahril, S.T.	III / d	January 24, 2018	Not yet
35	Aprianti, S.E.	III / d	January 29, 2018	Not yet
36	Tamimi Lani, S.T.	IV / a	March 5, 2018	Not yet

Data Source: Regional Employment Board of Bengkulu Province on 20th of March to 20th of April 2018 (processed)

Based on the Presidential Decree Number 53 Year 2014 on the

Granting of Proxy to the Head of the National Employment Board on behalf of the President to Establish Promotion, Dismissal and Giving Retirement for Civil Servants Ranked as the Junior Administrator of Level IV/c Upward, the President delegated his authority to the Head of the National Employment Board to dismiss civil servants of level IV/c and above who violate the discipline of ASN, but with the issuance of Letter of Head of National Employment Board stating that the authority of dismissal of Civil Servant of Provincial Region is to Provincial Official for Staff Development namely Governor, then Governor is fully responsible in terminating ASN of Provincial government.

Based on the data of discipline violations mentioned above, it is known as many as 36 people are convicted cases of Corruption, where as many as 13 people have been dismissed and 23 people have not been dismissed as civil servants. Dismissal of 13 civil servants below was starting from *baperjakat* session until the issuance of the governor's decision about the dismissal has been

run as it should. Based on the trial *baperjakat* was proven to violate the discipline, it will be recommended for termination.

Based on Attachment 1 of the Regulation of the Head of the National Employment Board Number 21 of 2010 concerning the Regulation of the Implementation of Government Regulation No. 53/2010 concerning Civil Servant Discipline, it is known that the procedure of dismissing employees violating discipline begins by calling the concerned followed by the formation of the examining team. The results of the examination if proven to be a violation, then the authorized officials have right to give sentence to discipline.

Based on the results of the study, there were 13 people who were dismissed and 23 people who have not been dismissed, if grouped, it can be seen those that has been dismissed in Table 2 below:

Table 2. Civil Servants Violating Discipline at Provincial Government of Bengkulu (Already Dismissed)

NO	NAME OF CONVICTED	LEVEL	COURT RULING	KET .
1	Ir. Moch. Karyamin	III / d	March 18, 2015	alrea dy

2	Abu Hasan Azhari, S.Pi.	III / c	March 27, 2015	alrea dy
3	Ir. Bismalinda, M.Si.	IV / a	March 27, 2015	alrea dy
4	Adrianto Himawan, S.E.	III / c	August 24, 2015	alrea dy
5	Edi Santoni, S.Sos., M.Kes.	IV / a	October 26, 2015	alrea dy
6	Ir. Fatmawati	IV / a	September 7, 2016	alrea dy
7	Jawawi, S.T.	III / d	16 September 2016	alrea dy
8	Yenni Arfianti, B.P.A.	III / b	28 September 2016	alrea dy
9	Ir. Rinaldi, M.M.	IV / c	October 14, 2016	alrea dy
10	DeviMaryani, S.Sos.	III / c	December 20, 2016	alrea dy
11	BuyungMutahan, S.T.	III / d	March 20, 2017	alrea dy
12	Untung, S.T.	III / c	March 20, 2017	alrea dy
13	Hendri Sumantri, A.M. KL.	III / d	December 23, 2017	alrea dy

Data Source: Regional Employment Board of Bengkulu Province on 20th of March to 20th of April 2018 (processed)

According to the Regulation of the Head of National Employment Board Number 21 of 2010 and Presidential Decree No. 53 of 2014, the process of dismissing the 13 convicted corruptors is to summon the concerned, then form the Examining Team. If based on the results of the examination proved to violate the discipline, then the

Governor dismissed the 12 convicted persons and proposed the dismissal of one person convicted on behalf of Ir. Rinaldi, M.M. level IV/c, based on Presidential Decree Number 53 Year 2014 for civil servants class IV/c and above dismissed by the Head of National Employment Board on behalf of the President.

Article 247 of Government Regulation No. 11 of 2017 concerning the Management of Civil Servants, states "Civil Servants may be dismissed with respect or not dismissed as punishable by imprisonment based on a court decision having a permanent legal force for committing a criminal act with a minimum imprisonment of 2 (two) years and the criminal committed unplanned".

Article 87 Paragraph (4) Sub-Paragraph b of the ASN Law which determines in principle the civil servant is dismissed with no respect due to imprisonment or confinement based on a court decision with permanent legal force for committing a crime of offense or offenses related to position and/or public crime.

The implementation of Article 87 Paragraph (4) Sub-Paragraph b of

the ASN Law should be implemented for civil servants who are sentenced to imprisonment based on a court decision with permanent legal force for committing a criminal offense or criminal offense relating to a position shall be dismissed with no respect regardless of duration of becoming the civil servant was sentenced to prison.

According to Article 6 of Government Regulation Number 53 Year 2010 concerning Civil Servant Discipline should not exclude criminal verdict, civil servants who violate discipline are sentenced to discipline. This means that the Officials for Staff Development of Bengkulu Province can impose disciplinary punishment in addition to the criminal punishment that has been decided by the Court.

Judging from the research data, most disciplinary offenses are due to violation of discipline due to being convicted of corruption crime cases and others violate discipline in the form of absence to work, but in this study only studied the violation of discipline due to corruption case convict.

A total of 23 people who have

not been dismissed, the mechanism based on Head of National Employment Board Regulation No. 21 of 2010 and Letter of Head of National Employment Board Number: K.26-30/V.105-3/99 is by summoning the convicted, then form the Examining Team. If based on inspection results proved to violate the ASN discipline, then the 23 persons are dismissed by the Governor.

From the 13 people dismissed there was one person filing a lawsuit to the State Administrative Court of Bengkulu on behalf of Ir. Fatmawati level IV/a which according to the Regulation of the Head of the National Employment Board, the dismissal is done by Officials for Staff Development of Bengkulu Province. Ir. Fatmawati filed a lawsuit against the Governor of Bengkulu as Official for Staff Development of Bengkulu Province, but her lawsuit was rejected, so the process of dismissal as a civil servant did not experience any obstacles at all.

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Judging from the names of civil servants who have and have not been dismissed, then most of those who have not been dismissed is a violation of corruption.

The fact that the Provincial Government of Bengkulu is a shelter for corruption inmates from regencies/cities in Bengkulu Province such as RahmatEkaWijaya, Dr. Herawansyah, M.Sc., M.T., and others, where Dr. Herawansyah, M.Sc. M.T. previously was a civil

servant in the Municipal Government of Bengkulu, then moved to the Government of Seluma Regency, and eventually joined the Provincial Government of Bengkulu.

Then based on the research results it is known that one of the detainees is known as the civil servant in the Bureau of Development Administration of Regional Secretariat of Bengkulu Province who is also Treasurer for Grants Election Fund of Regional Head/Regional Deputy Head of 2010, namely Muhammad Ali Afni, S. Sos. NIP. 197906222002121004 and has run criminal penalties, but not sentenced to discipline in the form of dismissal as civil servants by Officials for Staff Development. This was revealed from the lawsuit of one civil servant in the Office of Marine and Fisheries of Bengkulu Province, namely Ir. Fatmawati NIP. 196305011992032005 to the State Administrative Court of Bengkulu against the Governor of Bengkulu, where Ir. Fatmawati was sentenced by the Governor of Bengkulu for committing criminal corruption in the Class IIB Women's Prison of Bengkulu.

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Article 87 Paragraph (4) Sub-Paragraph b of the ASN Law which determines in principle the civil servant is dismissed with no respect due to imprisonment or confinement based on a court decision with permanent legal force for committing a crime of offense or offenses related to position and/or public crime.

The implementation of Article 87 Paragraph (4) Sub-Paragraph b of the ASN Law should be implemented for civil servants who are sentenced to imprisonment based on a court decision with permanent legal force for committing a criminal offense or criminal offense relating to a position shall be dismissed with no respect regardless of duration of becoming the civil servant was

sentenced to prison.

Based on the letter of the Head of the National Employment Board, as many as 23 unpunished persons occupying the positions of *JPT Utama*, *JPT Madya*, and *JF Ahli Utama* are not available to the Provincial Government of Bengkulu. They occupy positions of:

- a) *JPT pratama*;
- b) *JA*;
- c) *JF ahlimadya*, *JF ahlimuda*, and *JF pratama*; and
- d) supervisor *JF*, proficient *JF*, skilled *JF*, and beginner *JF*.

Thus it can be understood that the authority to dismiss 23 civil servants who violate the discipline of being convicted of corruption case is absolutely in the hands of Officials for Staff Development of Provincial Governor of Bengkulu. The governor has the authority to impose disciplinary sentences on the 23 civil servants.

Based on the number of civil servants who have been sentenced as many as 13 people and who have not been punished as many as 23 people, then it can be put on the table the degree of compliance as follows:

Table 3. Percentages, degrees, and

categories of compliance of Officials for Staff Development of Bengkulu Province

TOTAL OF CONVICATED (dismissed)	PERCENTAGE (%)	DEGREE	CATEGORY
0 to 17	0.00 to 47.22	Low	Disobedient
18-26	50.00 to 72.22	Moderate	Less adherent
27-36	75.00 to 100.00	High	Submissive

Description: Deviation Standard = 00.01

Source: Soerjono Soekanto, *Kesadaran Hukum dan Kepatuhan Hukum*, Directorate of Higher Education Department of Education and Culture and Faculty of Law University of Indonesia, Jakarta, 1977 (modified)

Based on Table 3 above, it can be understood that the degree of compliance of Officials for Staff Development of Bengkulu Province is included in the Low category/ Incompliance in running the existing regulations.

Based on Table 3 above, it can

be understood that the degree of compliance of Officials for Staff Development of Bengkulu Province is included in the Low category/ Incompliance in running the existing regulations. However, in this case the reality on the field there are other views, such as stated by the Head of the Regional Employment Board of Bengkulu Province (IrDiahIrianti, M.Si): "ASN who got the case of Corruption should at that time also dismissed it means the rule is unfair". Then from the Assistant of General Administration of the Provincial Secretariat of Bengkulu (H. GotriSuyanto, SE, M. Soc.Sc): "Not un-dismissed, but still awaiting the ongoing process based on the results of the *Baperjakat* meeting and through the Approval of Officials for Staff Development."

Based on the results of interviews with two resource persons (Assistant III and Head of Regional Employment Board of Bengkulu Province), it is understood that the consideration to not dismiss civil servants who commit disciplinary offenses is a humanitarian consideration, but in accordance with the data and facts that some of them

have been dismissed and some have not, therefore there is lawsuit to the State Administrative Court. Based on document studies conducted there is data that the process of dismissal is running, it just the matter of time.

Thus, based on the results of interviews with two resource persons above, it can be understood that the Officials for Staff Development of Bengkulu Province not obedient in upholding the ASN discipline at the Provincial Government of Bengkulu.

D. CLOSING

1. Conclusion

Based on the research results and discussion, it is concluded that the Officials for Staff Development of Bengkulu Province who in this case was the Governor of Bengkulu has not been obedient (low) in upholding the law against violations of ASN discipline in the Provincial Government of Bengkulu. This can be seen from 36 violators who were subject to sanctions, only 13 people / 33.33% were sentenced to discipline

punishment in the form of dismissal with respect-not on their own request and disrespectful dismissal as civil servants, which was less than 50%.

2. Suggestion

It is suggested to the Officials for Staff Development or Responsible Officials to comply with the Civil Servant Discipline Regulations and other regulations applicable in enforcing the law against violations committed by ASN at the Provincial Government of Bengkulu.

REFERENCES

Anonymous, *Rencana Strategis Badan Kepegawaian Daerah Provinsi Bengkulu Tahun 2016-2021*, Regional Employment Board of Bengkulu Province, Bengkulu, 2016.

Bengkulu Governor Regulation No. 66 of 2016 concerning Position, Organizational Structure, Duties and Functions, and Administration of Regional Employment Board of Bengkulu Province.

Government Regulation Number 11 Year 2017 on the Management of Civil Servants