

Analysis Disciplinated Docents of the Faculty of Economy and Business Islam UIN Raden Mas Said Surakarta

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ABSTRACT

The purpose of this research is to find out and analyze the lecturer discipline at the Faculty of Economics and Business Islam UIN Raden Mas Said Surakarta. Discipline is the process or result of directing or controlling a desire, urge, or interest toward an ideal or to produce more effective and reliable behavior. The research approach used in this study is a qualitative approach with a type of descriptive method. Sampling technique using purposive sampling. Based on the analysis results of the informants, the lecturer discipline of the Faculty of Economics and Islamic Business UIN Raden Mas was excellent. The results of this study explained that employees obey the rules set by the organization not because they fear punishment but because they understand and support them. To get the accreditation of a good agency, the discipline and responsibility of its employees will be necessary. With time management and cultivation, discipline will encourage officers to act and carry out all activities according to the rules that have been established.

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INTRODUCTION

Working discipline is one of the forms of management communication with employees. In order to increase the awareness and willingness of employees to change their behavior and adhere to all applicable social rules and norms, these are the steps that we will take. Good discipline is reflected in the greatness of one's sense of responsibility for the work given to him. Affandi (2016:1) defines labor discipline as a guideline of conduct or regulation issued by a manager of an organization, approved by the manager or the owner of the capital, endorsed by the union or union of workers, and disseminated to the employment service officer. Members of an organization voluntarily submit to the existing order, which is created and formed through the processes of obedience, conformity, order, and a series of behaviors that demonstrate the value of order. Sinambela in Taufik Akbar and Slamet (2017): "Work discipline is the ability of a person to work regularly, stubbornly, and according to a set rule without breaking it.

From the above explanation, conclusions can be drawn about the work discipline, which refers to the attitude and behavior that should be taken by each officer in accordance with

the rules established by the office. Another Hasibuan opinion in Farida and Hartono (2016:42) affirms that “discipline” is the consciousness and willingness of a person to obey all the rules of government and applicable social norms. From the above understanding, it can be concluded that work discipline is attitude, behavior, and conduct according to written and unwritten rules, when there is a violation the penalty for its violation. Ansori and Indrasari (2018: 36) Discipline is a sense of obedience to the work that becomes his responsibility. This discipline is closely related to authority. When authority doesn't work properly, discipline disappears. Therefore, the authority holder must be able to instill discipline in him so that he can be accountable for his work according to his authority.

Decisiveness is the main characteristic of an organization, and discipline is the way to maintain that order. The main objective of this discipline is to eliminate waste and increase efficiency as much as possible. In other words, discipline is necessary to better the organization's goal of efficiency by preventing and correcting individual evil actions against groups. Besides, discipline aims to protect good behavior by producing the desired response (Tojardi, 2002). Working with discipline can be considered to have great benefits for both the organization and its employees. For an organization, the existence of work discipline guarantees the maintenance of an orderly and smooth execution of tasks to produce optimal results. Employees can expect a comfortable working environment that nurtures the spirit of work.

Based on some of the definitions given by the experts above, the researchers concluded that discipline is a behavior that must be acquired in order to function well in the workplace or elsewhere. In this context, discipline encompasses aspects such as timeliness, regularity, responsibility, and integrity, all of which form the basis for creating an efficient and harmonious working environment. By having discipline, one can achieve optimum performance as well as maintain his professional reputation, thus making a positive contribution to career development and personal success.

Working discipline is a prerequisite for employees to be able to work regularly at work or in management. Discipline is a condition in which an officer is directed or encouraged to behave according to the rules that have been established and to take all appropriate action. Some employees get used to being late and being rude at work. Siswanto argues in Rizki and Suprayang (2017) that “the purpose and objective of the labor discipline is to achieve a number of objectives, such as: The general purpose of labor disciplines is the continuation of the right of choice according to the motives in question. The specific purpose of the labor discipline is to ensure that employees comply with all the rules and guidelines established. We can do the job in the best way and give you the best service. By using and preserving your office space and infrastructure in the best way, employees can achieve high levels of performance.

Regarding the measurement of the level of discipline of a police officer, by I.S. Levine (1980) wrote: "When police officers always arrive on time, they are well dressed and at work; when performing tasks correctly, using materials and equipment carefully, performing the amount and method of work required for the task, communicating with authorities or companies, and completing on time. Based on the findings above, the criteria for understanding the work discipline of the PNS (Civil government officials) are as follows:

1. Compliance with working hours
2. Compliance with the instructions of superiors and regulations of the applicable laws.

3. Dress properly in the workplace and wear the office ID.
4. Use and maintain office equipment and supplies carefully.
5. Work in accordance with the established working methods.

In accordance with the discipline regulations for civil servants stipulated in Article 2, Chapter 2, of Law Number 43 of 1999, several obligations must be fulfilled including:

1. Complying with all applicable laws and government regulations.
2. Executing formal orders from authorized superiors.
3. Performing duties to the best of one's ability and providing excellent service to the public in accordance with one's area of responsibility.
4. Official assets must be used and maintained to the best possible standard.
5. Maintaining a courteous attitude and behavior towards citizens, colleagues, and superiors.

One of the most important concerns for organizations and institutions is the protection of individual rights. In this regard, the rights of workers are highly dependent on prominent values, and these values form the foundation of the institution's workforce. The values applicable in an organization vary depending on the working system used. One of the correct values and norms applied in an organization is that employees are not burdened with rules set by the organization. This ultimately makes employees feel protected by their rights and enables them to fulfill their duties fully. If employees can perform their jobs well, their performance will improve. In carrying out their work, employees are not exempt from the rules made and established by the organization where they develop their skills. The rules created are part of the business system in any organization, whether it be a government agency or a private organization. The rules that apply in an organization usually reflect in disciplinary actions. Working discipline is the actual practice of a worker in relation to the rules in force of organization. In this case, discipline exists not only in the form of obedience but also in the kind of responsibility given by the organization. Based on this, it is expected that the staff would be more efficient and disciplined in their behavior and conduct.

RESEARCH METHODS

Research methodology is a way for authors to obtain data oriented towards purpose and application. Qualitative research is research that uses qualitative data (data in the form of dates, sentences, schemes, pictures, etc.) (Sugiyono, 2018). Descriptive research is the research that is carried out to know the value of one or more independent variables without making comparisons or linking one variable with another.

This research uses qualitative research and descriptive approaches. This is because the research carried out describes only independent variables without creating relationships between variables, and the data collected is not numbers but text data. This is because there is a structured scheme or picture that can describe a phenomenon related to research. This research uses two sources of data: 1) Primary data is a source of data that transmits the data directly to the data collector. This data can be obtained directly from the person being examined or in the field. The main source of data for this research is Ms. Septin Puji Astuti, the deputy dean of 3 faculties of Islamic economics and business. 2) Secondary data is data collected from other parties, such as previous research or papers. The author only records, accesses, or requests data from other parties collected on the site.

The data collection method used in this study are combination of structured interviews and observations. In its simplest form, the interview consists of a series of questions prepared by the author and asked directly to someone about a research topic. Structured interviews are used as a data collection method when the author or data collector knows exactly what information they will receive. The data obtained is the result of an interview on the work discipline of the lecturer of the Faculty of Economics and Islamic Business at UIN Surakarta which determines her performance as a lecturer and the discipline in the institution where she works.

RESULTS AND DISCUSSION

Disciplinary Analysis Work of One of the Lecturers on the Faculty of Economics and Islamic Business at UIN Raden Mas Said Surakarta

Working discipline is an obligation of the agency of the work place; the work discipline of the officer is compulsory to be observed so that the performance of the staff can be further improved than before and the staff is not carelessly doing activities that are not important during the working time. Working discipline is a concept in the workplace or in management that requires employees to behave regularly. Discipline is the condition in which an officer is incited or encouraged to act and carry out all its activities in accordance with the established rules.

In essence, discipline arises from the habit of living an orderly learning and teaching life, as well as loving and appreciating his work. Finishing a job as soon as possible and avoid delaying it; you are always accustomed to make the most of the time possible. It is not easy to practice discipline in everyday life, so it is necessary to practice and make it a daily habit. (interview with Mrs. Septin, on October 25, 2023).

From the above statement, it can be infer that not delaying and terminating any job is a way of applying discipline against yourself. Those whose discipline is a form of responsibility for what they do is their attitude to understand the way they value themselves in accordance with the understanding put forward by G.R. Terry quoted by Rahman (2011:25-26) which says that self-imposed Discipline is discipline that arises from self on the basis of complacency, consciousness and not emerging from coercion.

"Discipline must be used and become a habit in attitude and life. Doing so continually to become an habit that will be inherent without us realizing, from those habits will become the habit of the attitude of discipline that we will apply to life. (Interview with Mrs. Septin, on October 25, 2023)".

From the above statement, discipline can be done consistently by always being used and becoming a habit in attitude and life, meaning that discipline is created by habit. This statement, according to Soegeng Prijodarminto in his book, defines discipline as a condition created and shaped through a process of a series of behaviors that demonstrate the values of obedience, adherence, loyalty, and order.

"Discipline is not easily formed on each person's self, it is necessary to get used to the time that is continuously and run in everyday life to become accustomed to the attitude of discipline and responsibility to one's behavior better. (Interview with Mrs. Septin, on October 25, 2023)".

From the above statement, it can be concluded that discipline needs to be formed by the person as a habit on a daily basis. Discipline is a condition created and formed through the process of a series of behaviors that demonstrate the values of obedience, conformity, loyalty, and order. When he has joined himself to him, his conduct or his deed is no longer a burden, nor is it any more a burden; but if he does not do as he usually does, he is burdened (Priodarminto, 1994). According to the Department of Education "2001", discipline or order is defined as a consistent attitude to do something. In this view, discipline is consistency in doing something.

A disciplined attitude can help in life because it will create a good habit, with discipline can increase our confidence. (interview with Mrs. Septin, on October 25, 2023)".

From the above statement, it can concluded that discipline will also make us mature and grow. We can also easily identify the ideals, goals, and visions of life that we have built. This discipline can also be a benchmark for the life we are going to live. With discipline, we can get used to appreciating the time we have. Therefore, we do not easily waste our time. According to Emile Durkheim, the purpose of discipline is to develop order in human action. A person's discipline was a product of socialization because of interaction with his environment, especially the social environment. Therefore, the formation of discipline is subject to the learning process. (Lemhanas, 1997: 15). Therefore, it is important that the discipline of the students is constantly grown and developed in order to set foot in the lives of the children in the future.

It is necessary to apply discipline as soon as possible, so that the earliest discipline attitude comes from the family itself. By getting used to discipline at home, he will apply it in the outside environment. (Interview with Mrs. Septin, on October 25, 2023)"

From the statement above, it can concluded that the more important the role of the family in discipline, the more he knows the meaning of discipline and sense of responsibility, and the more easily he applies them in the social environment. Moreover, the family role is very important in forming the character of a child who disciplined and understands responsibility. These statements is in line with the opinion that "Children can be individuals with a particular character when they grow up in a particular environment influenced by the family, school, place of worship, media, government, and anyone who has the opportunity to influence the individual" (Lickona, 1991) and the implementation of the role of family members aimed at the achievement of the purpose of family life, that is, family integrity and peace. (Zubaedi, 2011).

"The disciplinary attitude is of course related to age because the older a person is, the more they will understand what is right and wrong. The cultivation of attitude in each person must be adapted to the age of each individual. The planting of the discipline attitude will be taught as soon as possible and from the smallest thing. According to the growing age of a person, the things that are taught will be more and more varied, and according to his age, more things will be learned later and probably more difficult. (Interview with Mrs. Septin, on October 25, 2023)"

Discipline is something that can be trained. Disciplinary training is expected to improve self-control, personality, order, and efficiency. In short, we can conclude that discipline relates to self-control so that we can distinguish between good and evil to encourage responsible

behavior in the long term. The older a man is, the more he understands what is right and what is good, and he will be able to control his discipline. According to Charles Schaefer, discipline is something that includes teaching, guidance, or encouragement by an adult aimed at helping a child learn to live as a social being and to achieve optimal growth and development. According to Sujiono & Syamsiatin (2003:33),

"He has applied discipline to every employee because it is necessary to promote better performance and make the maximum contribution as an educator. In addition to training employees for discipline, the attitude of educational staff must be demonstrated by the students, and of course it will have a positive impact. (Interview with Mrs. Septin, October 25, 2023)"

From the statement, it can be concluded that the importance of the regulation in each headquarters agency gives the limits to each of its employees to be disciplined and responsible for their work. It is the attitude that will be imitated others to comply with all the provisions in force and make the work environment more comfortable. According to Keith Davis (in Mangkunegara, 2017) work discipline can be understood as the implementation of management to consolidate organizational guidelines. Attitudes and behavior in the work discipline are characterized a variety of initiatives and a willingness to obey the rules. Thomas Gordon (1996:3) said that discipline is behavior and order that conforms to rules and regulations, or behaviors obtained from training carried out continuously. Hasibuan (2017:193) stated that labor discipline is the consciousness and willingness of a person to abide by all applicable corporate rules and social norms.

"The rules applied by my agency work sufficiently for every employee. Any applicable rules are implemented each employee well because of the awareness of each individual. Because they are aware of the attitude, discipline will be enforced, creating a good working environment. (interview with Mrs. Septin, on October 25, 2023)."

From the statement, it can be concluded that the working environment is a condition relating to the characteristics of the workplace and the behavior and attitudes of employees, where such a matter relates to the occurrence of psychological changes due to things experienced in their work or in certain circumstances that should be kept in mind by the organization, which include work boredom, monotonous work, and exhaustion. According to the opinion, "Nitisemito, (1992) argues that the indicators of the working environment are the working atmosphere, relations with colleagues, relations between subordinates and leaders, and the availability of facilities for employees." "The working environment can be understood as the forces that influence, either directly or indirectly, the performance of an organization or company (Terry, 2006)." "Sedarmayati (2009) is of the opinion that the work environment is, as a whole, the tools and materials faced, the environment in which a person works, the methods of work, and the arrangement of his work both as an individual and as a group."

"Al, there are rules in force that do not exclude the possibility of imposing punishment on every offender; it is not something that is insulting to everyone, but punishments or sanctions should be used as a measure of one's self-repair and more self-reliance. (interview with Mrs. Septin, on October 25, 2023)"

From the above statement, it can be concluded that the sanction or punishment is necessary to be applied to any agency or company to give a warrant to a person that the mandatory

proceedings are carried out and are properly observed. Do not take punishment as a burden; take it as something that keeps us from making the same mistake later on. In addition, in line with the opinion: According to Sastrohadiwiryono (2001:293), the main purpose of sanctioning labor discipline for employees who violate corporate norms is to correct and educate employees who have committed discipline violations. According to Keith Davis (in Mangkunegara, 2017), work discipline can be understood as the implementation of management to consolidate organizational guidelines.

"Of course there are regulations in each agency, and they already exist and have been enforced in the place where I work. Discipline is the primary attitude that should be applied to each individual, both at home and at work. Having discipline at work will give a sense of responsibility and comfort to the person and his colleagues. (Interview with Mrs. Septin, October 25, 2023)".

From the above statement, it can be concluded that the agency of the place of work needs to have a disciplinary regulation of both the hours of entry and return, the dressing rules, the attitude rules, etc. Because the presence of such will help one understand the respective responsibilities, create a comfortable working environment, and be organized. According to T. Hani Handoko (2001:208), discipline is the management activity to carry out organizational standards. According to Mathis dkk (2002:314), discipline is the form of training that enforces the rules of the company. According to Abdurrahmat (2006:172), discipline is the awareness and willingness of a person to obey all the corporate rules and social norms that apply.

"Of course there's a connection; discipline has to be applied in an organization. With good discipline, the organization's work will go smoothly. If it does not encourage good employee discipline, as a result, the company will find it difficult to set its goals. The function of discipline is to adjust the meaning of life so that there is a good relationship between employees and they have good character. So, discipline is the key to the success of an organization or agency in achieving its goals. (interview with Mrs. Septin, on October 25, 2023)".

A competent employee's performance indicates that the company has a good image and can be said to be successful in educating employees who are successful in meeting the demands of the company and have a deeper ability to work. Each company will require its employees to have a good performance and will be able to meet the company's demands in completing the tasks of the work that are undertaken, so effective employee performance and the potential of careful skills are very necessary within the company to support the company itself. According to Hasibuan in Shelviana (Shelviana, 2015) "Good discipline describes a sense of responsibility that a person will fulfill the tasks and obligations assigned to him." According to Armstrong and Baron (1998) in (Wibowo, 2009) performance is the result of work that has a strong relationship with the strategic goals of the organization, consumer satisfaction, and making economic contributions.

CONCLUSIONS, LIMITATIONS, & RECOMMENDATIONS

Working discipline is one of the forms of management communication with employees. In order to increase the awareness and willingness of employees to change their behavior and adhere to all applicable social rules and norms, these are the steps that we will take. Unless everyone has an integrated attitude, discipline cannot be achieved easily. Since cultivating discipline requires encouragement and understanding, discipline can begin as soon as

possible and in a small family environment. In an institution, enforcement must be done with full responsibility, and sanctions must be given in order to be able to give meaning to responsibility. In the world of work, employees' discipline and responsibility play an important role in the success of a company. Competent staff performance reflects the success of successful and employable staff training. We can conclude that everyone everywhere needs to develop discipline to prove themselves and their work responsible. From the research that has been done on one of the lecturers of the Faculty of Economics and Business Islamic, it can be inferred that the source is someone who can apply discipline to the linkage of his work. Because of the responsibility that he carries, his disciplinary attitude is fertilized by the habit that he has of running every day.

Implications

Based on the results of this research, the theoretical and practical implications are as follows:

1. Optimization of the performance of teachers: The results of the analysis of the discipline of lecturers can give a clearer view of individual performance. It can be the basis for developing professional development strategies that can improve the performance of lecturers and their contribution to the educational mission.
2. Organizational Policy Development: The findings of this article can contribute to designing more effective organizational policies related to disciplinary management. Developing clear rules and incentives to support discipline can create a more productive academic environment.
3. Teacher empowerment: By understanding the factors that influence the discipline, this article can be the basis for the lecturer empowerment program. Through proper training and support, lecturers can be better able to fulfill their responsibilities.
4. Enhancing the reputation of the institution: The discipline of the lecturer has a direct impact on the institution's reputation. By ensuring a high level of discipline, the Faculty of Islamic Economics and Business can enhance its positive image in the eyes of the public and prospective students.

Suggestion

The results of this study show that the discipline of the lecturer is becoming crucial in creating the quality of education and the campus image. The researchers realized that there were still shortcomings in this research, so they gave advice, namely:

1. For readers, this research is expected to provide a good picture so that readers can know the importance of the discipline of the lecturer.
2. Future researchers are expected to be able to discover novelty and improve existing research supported by the latest information, in accordance with what is experienced, so that the benefits and results of the research can be felt directly by researchers and also by readers.

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