

IMPLEMENTATION OF CIVIL SERVANT DISCIPLIN SANCTIONS FROM THE PERSPECTIVE OF SIYASAH FIQH

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Abstract

Implementation of disciplinary sanctions constitutes a fundamental mechanism for preserving professionalism, accountability, and institutional integrity within the Indonesian civil service system. Effective enforcement of disciplinary regulations determines the credibility of bureaucratic reform by ensuring that public officials perform their duties in accordance with statutory obligations and ethical standards. Persistent disciplinary violations within regional government institutions demonstrate that regulatory compliance remains a significant administrative challenge despite the enactment of comprehensive legal provisions governing civil servant discipline. Analysis of disciplinary sanction implementation by the Regional Civil Service and Human Resources Development Agency (BKPSDM) is conducted to evaluate procedural compliance and examine its consistency with the principles of *Siyasah Fiqh*. Application of an empirical legal approach employing qualitative methods involved interviews, observations, documentation, and examination of relevant statutory regulations. Empirical findings demonstrate that disciplinary sanctions have generally been imposed through administrative procedures prescribed by applicable legislation, including investigation, examination, determination of violations, and imposition of sanctions proportional to the severity of misconduct. Institutional limitations, including inconsistent supervision, organizational constraints, and inadequate disciplinary awareness among civil servants, continue to reduce the effectiveness of disciplinary enforcement. Normative assessment based on the principles of *Siyasah Fiqh* confirms that disciplinary sanctions reflect the values of *al-'adl* (justice), *maslahah* (public welfare), accountability, and *amanah* when implemented objectively, proportionally, and without discrimination. Integration of empirical administrative law with Islamic constitutional principles offers a broader analytical framework for evaluating disciplinary governance while contributing to the development of interdisciplinary legal scholarship concerning ethical public administration.

Keywords: *civil servant discipline, disciplinary sanctions, public administration, BKPSDM, Siyasah Fiqh*

INTRODUCTION

Public administration constitutes the institutional foundation upon which governmental authority, public accountability, and sustainable service delivery are exercised. Effectiveness of administrative governance is inseparable from the capacity of civil servants to perform public responsibilities with professionalism, integrity, and adherence to legal and ethical standards. Administrative discipline functions not merely as an instrument for regulating employee conduct but also as a legal mechanism for safeguarding organizational performance, preserving institutional credibility, and strengthening public confidence in government institutions. Increasing complexity of governance, accompanied by growing public expectations for transparency and accountability, has expanded the demand for bureaucratic systems capable of ensuring consistent compliance with statutory obligations

and professional responsibilities. Maintenance of administrative order consequently requires disciplinary enforcement that extends beyond the imposition of sanctions to encompass the cultivation of institutional integrity and organizational responsibility. Sustainable bureaucratic reform ultimately depends upon the ability of government institutions to establish a disciplinary framework that promotes legal certainty, ethical governance, and accountable public administration (Arnas et al., 2025).

Implementation of disciplinary regulations represents a central element in strengthening the integrity and professionalism of Indonesia's civil service system. Establishment of a comprehensive legal framework governing disciplinary obligations reflects the government's commitment to developing a bureaucracy founded upon accountability, efficiency, and legal certainty. Law Number 20 of 2023 concerning the State Civil Apparatus, together with Government Regulation Number 94 of 2021 concerning Civil Servant Discipline, defines the obligations, prohibitions, and disciplinary mechanisms applicable to civil servants while providing administrative authorities with legal competence to impose sanctions proportionate to the nature and severity of disciplinary violations. Existence of these regulatory instruments demonstrates that disciplinary enforcement extends beyond punitive measures and serves as a preventive mechanism for promoting institutional compliance, organizational responsibility, and ethical public service. Effectiveness of disciplinary governance, nevertheless, cannot be measured solely by the completeness of statutory regulations because successful implementation depends equally upon administrative consistency, supervisory capacity, and institutional commitment to enforcing legal norms objectively and without discrimination. Continuous alignment between regulatory provisions and administrative practice consequently becomes indispensable for ensuring that disciplinary governance fulfills its legal and institutional objectives (Making et al., 2024).

Persistent occurrence of disciplinary violations within regional government institutions indicates that implementation of disciplinary regulations has not yet achieved the level of effectiveness expected by the existing legal framework. Records of disciplinary misconduct involving civil servants continue to demonstrate inconsistencies in compliance with official obligations despite the availability of comprehensive statutory provisions governing administrative discipline. Various forms of misconduct, including unauthorized absence, neglect of official responsibilities, and other breaches of administrative obligations, reflect institutional challenges extending beyond individual behavior to encompass supervisory effectiveness, organizational culture, and administrative commitment to law enforcement. Conditions identified within the Central Bengkulu Regency Government illustrate that disciplinary violations remain an important administrative concern requiring consistent institutional responses through fair and proportionate disciplinary mechanisms. Persistence of such violations raises important questions regarding the practical effectiveness of disciplinary governance, particularly in relation to the capacity of administrative institutions to transform legal norms into consistent bureaucratic practice. Evaluation of disciplinary implementation therefore requires comprehensive examination of both procedural

compliance and institutional factors influencing the effectiveness of disciplinary enforcement within regional public administration (Irawati & Latif, 2024).

Responsibility for administering disciplinary sanctions within regional government is institutionally entrusted to the Regional Civil Service and Human Resources Development Agency (BKPSDM) as the authority responsible for personnel management and civil service administration. Execution of this mandate extends beyond administrative decision-making to include verification of disciplinary violations, examination of supporting evidence, assessment of the proportionality of sanctions, and supervision of disciplinary procedures in accordance with applicable legislation. Institutional performance in carrying out these responsibilities directly influences the credibility of disciplinary governance because procedural fairness, legal certainty, and administrative consistency constitute fundamental principles underlying every disciplinary decision. Administrative deficiencies, limited supervisory capacity, inconsistent application of disciplinary measures, and organizational tolerance toward misconduct possess the potential to undermine both the deterrent function of disciplinary sanctions and public confidence in governmental institutions. Comprehensive evaluation of BKPSDM's role consequently becomes essential for determining whether implementation of disciplinary sanctions has reflected the principles of accountable governance while fulfilling the objectives established by the prevailing legal framework (Wulan et al., 2026).

Application of *Siyasah Fiqh* as an analytical perspective provides a broader normative framework for evaluating the implementation of disciplinary sanctions within public administration. Islamic constitutional jurisprudence recognizes governmental authority as a trust (*amanah*) that must be exercised in accordance with the principles of justice (*al-'adl*), public welfare (*maslahah*), equality before the law, and accountability in the exercise of public power. Exercise of disciplinary authority therefore extends beyond procedural compliance with statutory regulations and requires consideration of ethical responsibility in ensuring that every administrative decision is objective, proportionate, transparent, and free from arbitrary treatment. Harmonization between positive law and the normative principles of *Siyasah Fiqh* strengthens the legitimacy of disciplinary governance by positioning legal enforcement not merely as an instrument of punishment but also as a mechanism for protecting public interests and preserving institutional integrity. Normative evaluation through the perspective of *Siyasah Fiqh* consequently enables a more comprehensive understanding of whether disciplinary implementation reflects both the requirements of Indonesian administrative law and the ethical values underlying Islamic governance (Marlina, 2026).

Analysis of previous studies demonstrates that disciplinary governance within the Indonesian civil service has predominantly been examined from the perspectives of administrative law, bureaucratic reform, institutional supervision, and public sector accountability. Existing scholarship has provided valuable insights into the effectiveness of disciplinary regulations, administrative sanctions, and organizational compliance in improving bureaucratic performance. Limited scholarly attention, nevertheless, has been devoted to examining disciplinary sanction implementation through the integrated perspective of administrative law and *Siyasah Fiqh*. Evaluation of disciplinary governance

based upon Islamic constitutional jurisprudence remains relatively underdeveloped despite the growing importance of ethical governance and value-based public administration within contemporary legal discourse. Absence of interdisciplinary analysis has consequently created a conceptual gap in understanding the relationship between statutory disciplinary mechanisms and the normative principles governing justice, accountability, and public responsibility in Islamic legal thought. Exploration of this relationship offers an opportunity to enrich existing legal scholarship by extending disciplinary governance beyond procedural compliance toward a more comprehensive evaluation incorporating both legal legitimacy and ethical accountability (Wirawan & Ramadhan, 2024).

Integration of empirical legal analysis with the normative framework of *Siyasah Fiqh* constitutes the principal contribution of the present research to the development of disciplinary governance studies in Indonesia. Examination of disciplinary sanction implementation through both administrative law and Islamic constitutional jurisprudence provides a more comprehensive analytical perspective for assessing the legitimacy, effectiveness, and ethical foundations of disciplinary enforcement within regional public administration. Distinctive value of this research lies in its effort to bridge positive legal norms governing civil servant discipline with the principles of justice, accountability, public responsibility, and *maslahah* embedded in *Siyasah Fiqh*. Comprehensive analysis of disciplinary practices administered by the Regional Civil Service and Human Resources Development Agency further expands existing legal discourse by demonstrating the practical interaction between statutory regulations and normative Islamic governance principles. Objectives of the research are directed toward analyzing the implementation of disciplinary sanctions imposed upon civil servants and evaluating their conformity with the principles of *Siyasah Fiqh*. Findings generated through this study are expected to contribute to the advancement of interdisciplinary legal scholarship while providing practical recommendations for strengthening disciplinary governance, enhancing institutional accountability, and reinforcing ethical standards within Indonesia's public administration system (Widyatmoko et al., 2025).

RESEARCH METHOD

Application of an empirical legal research design provided the methodological foundation for examining the implementation of disciplinary sanctions imposed upon Civil Servants within the Regional Civil Service and Human Resources Development Agency (BKPSDM). Qualitative inquiry was adopted to obtain an in-depth understanding of disciplinary practices as implemented within regional public administration and to evaluate their conformity with the normative principles of *Siyasah Fiqh*. Empirical investigation emphasized the interaction between statutory regulations and administrative practice by examining how disciplinary provisions were interpreted, applied, and enforced within the institutional context of the Central Bengkulu Regency Government.

Collection of research data involved field observations, semi-structured interviews, and documentation of legal as well as administrative materials relevant to disciplinary governance. Primary data were obtained from competent officials directly involved in personnel administration and disciplinary enforcement, whereas secondary data consisted of statutory regulations, legal literature, scholarly publications, and official documents supporting the

analysis of disciplinary implementation. Selection of research participants employed purposive sampling based on institutional authority, professional responsibility, and direct involvement in disciplinary administration, thereby ensuring the relevance and credibility of the information obtained throughout the research process.

Analysis of the collected data followed the interactive model of Miles and Huberman through data reduction, data display, and conclusion drawing supported by continuous verification. Interpretation of empirical findings was subsequently integrated with the normative framework of *Siyasah Fiqh* to evaluate the extent to which implementation of disciplinary sanctions reflected the principles of justice (*al-'adl*), public welfare (*maslahah*), accountability, and *amanah* within public administration. Integration of empirical evidence with normative legal analysis enabled comprehensive assessment of disciplinary governance from both administrative and Islamic constitutional perspectives.

RESULTS AND DISCUSSION

Disciplinary Sanction Implementation

Implementation of disciplinary sanctions constitutes an essential component of personnel governance within the Central Bengkulu Regency Government, where the Regional Civil Service and Human Resources Development Agency (BKPSDM) functions as the institution responsible for ensuring compliance with disciplinary regulations applicable to Civil Servants (ASN). Administrative enforcement is not limited to imposing sanctions upon employees who violate official obligations but also serves as a governance instrument for preserving bureaucratic professionalism, institutional accountability, and organizational integrity. Empirical findings demonstrate that disciplinary implementation follows an administrative framework designed to guarantee procedural fairness and legal certainty throughout every stage of disciplinary enforcement. Alleged disciplinary violations originating from government agencies are initially submitted to BKPSDM together with supporting administrative documents before further examination is conducted. Administrative verification subsequently determines whether the submitted reports satisfy procedural requirements and contain sufficient evidence to justify continuation of the disciplinary process. Adoption of this preliminary verification mechanism prevents arbitrary decision-making by ensuring that disciplinary proceedings are initiated only after administrative completeness has been confirmed. Institutional commitment to procedural compliance illustrates that disciplinary governance within BKPSDM emphasizes not only regulatory enforcement but also protection of the administrative rights of civil servants throughout the investigation process (Widyatmoko et al., 2025).

Completion of administrative verification is followed by a comprehensive examination process involving multiple institutional actors whose participation contributes to the objectivity of disciplinary investigations. BKPSDM conducts formal examinations of the concerned civil servant while simultaneously requesting clarification from immediate supervisors and other individuals possessing direct knowledge of the reported misconduct. Collaboration with the Regional Inspectorate further strengthens the credibility of fact-finding by integrating supervisory functions into disciplinary administration. Every statement obtained during the examination is documented in official investigation reports that

subsequently become the principal administrative basis for determining disciplinary responsibility. Adoption of documented examination procedures reflects the application of due process principles because every allegation is assessed through verifiable evidence rather than subjective assumptions or institutional discretion. Application of the presumption of innocence throughout the investigation further demonstrates that disciplinary enforcement seeks to balance institutional authority with the legal protection afforded to civil servants. Comprehensive examination involving documentary evidence, witness testimony, and administrative clarification therefore strengthens both the reliability of disciplinary findings and the legitimacy of subsequent administrative decisions.

Determination of disciplinary sanctions is conducted through a collective deliberation mechanism involving institutional leaders and relevant government officials responsible for personnel administration, legal affairs, and internal supervision. Deliberative meetings attended by the Regional Secretary, BKPSDM, the Inspectorate, and the Legal Division provide an institutional forum for evaluating investigation results, assessing supporting evidence, and determining disciplinary measures proportionate to the severity of each violation. Collective participation minimizes the possibility of individual bias while ensuring that disciplinary decisions reflect administrative accountability, legal certainty, and procedural transparency. Evaluation undertaken during these deliberations extends beyond merely identifying violations and includes consideration of factual circumstances, applicable legal provisions, and proportionality between misconduct and disciplinary consequences. Collective decision-making therefore reinforces the legitimacy of disciplinary sanctions by ensuring that every administrative decision is supported through institutional consensus rather than unilateral authority. Adoption of this governance mechanism demonstrates that procedural integrity represents an indispensable element of disciplinary administration because public confidence in bureaucratic institutions depends not only upon strict enforcement but also upon the fairness of administrative decision-making (Wijaya, 2019).

Empirical findings additionally indicate that implementation of disciplinary sanctions extends beyond internal administrative procedures through institutional coordination with external agencies whenever disciplinary violations reveal indications of criminal conduct. BKPSDM performs an important coordinating function by ensuring that administrative disciplinary proceedings remain consistent with criminal justice processes without creating overlapping institutional authority. Administrative sanctions continue to be processed according to civil service regulations, whereas criminal investigations remain under the jurisdiction of competent law enforcement agencies. Simultaneous implementation of administrative and criminal procedures reflects institutional recognition that disciplinary responsibility and criminal liability constitute distinct legal regimes requiring different procedural standards while remaining complementary in protecting public administration from abuse of authority. Coordination with external institutions also strengthens transparency, accountability, and legal certainty because disciplinary decisions are formulated with due consideration of ongoing judicial processes. Challenges associated with differing procedural timelines occasionally influence the duration of disciplinary resolution; nevertheless, continuous institutional communication enables administrative enforcement to

proceed without compromising fundamental legal principles governing either administrative or criminal proceedings (Armeilia et al., 2023).

Overall implementation of disciplinary sanctions demonstrates that BKPSDM performs a broader governance function than merely administering disciplinary punishment. Administrative enforcement simultaneously operates as a preventive, corrective, and regulatory mechanism intended to improve bureaucratic discipline while strengthening ethical conduct among civil servants. Structured verification procedures, comprehensive investigations, collective deliberation, proportional determination of sanctions, and institutional coordination collectively indicate that disciplinary governance has been implemented through mechanisms generally consistent with applicable statutory regulations. Practical implementation nevertheless reveals that the effectiveness of disciplinary enforcement depends not solely upon the existence of legal norms but equally upon institutional consistency, supervisory commitment, administrative professionalism, and organizational integrity. Sustainable improvement of disciplinary governance therefore requires continuous reinforcement of procedural quality alongside development of a bureaucratic culture that encourages voluntary compliance with legal and ethical obligations. Integration of these administrative elements ultimately positions disciplinary sanctions not merely as punitive measures but as an essential governance instrument for promoting accountable public administration and strengthening institutional credibility within regional government.

Challenges in Disciplinary Enforcement

Implementation of disciplinary sanctions within BKPSDM demonstrates that effective disciplinary enforcement is influenced not only by the existence of comprehensive legal regulations but also by institutional, administrative, and organizational factors affecting their practical application. Empirical findings reveal that one of the primary challenges arises from the complexity of disciplinary procedures, particularly when allegations require extensive administrative verification, collection of documentary evidence, and coordination among multiple institutions before disciplinary decisions can be finalized. Compliance with procedural requirements is essential for safeguarding legal certainty and protecting the rights of civil servants; however, prolonged administrative processes may reduce the responsiveness of disciplinary enforcement and delay the achievement of corrective objectives. Administrative efficiency therefore becomes an important determinant of disciplinary effectiveness because sanctions imposed after lengthy procedures may diminish their preventive value and reduce their capacity to encourage timely behavioral improvement among civil servants. Institutional commitment to maintaining procedural accuracy while minimizing unnecessary administrative delays consequently represents a critical aspect of strengthening disciplinary governance (Yuaningsih, 2020).

Institutional coordination also constitutes a significant challenge throughout the implementation of disciplinary sanctions because disciplinary administration frequently requires collaboration between BKPSDM, the Regional Inspectorate, government agencies, and, in certain circumstances, external law enforcement institutions. Empirical evidence indicates that disciplinary cases involving potential criminal offences require simultaneous

implementation of administrative and criminal procedures, each operating under distinct legal frameworks and institutional authorities. Differences in procedural requirements, evidentiary standards, and institutional timelines occasionally influence the speed of disciplinary resolution despite continuous communication among the relevant agencies. Administrative decision-makers must therefore balance procedural independence with institutional coordination to ensure that disciplinary sanctions remain consistent with statutory regulations while respecting ongoing criminal investigations. Successful coordination ultimately depends upon clearly defined institutional responsibilities, effective information exchange, and continuous communication capable of preventing jurisdictional overlap without compromising procedural fairness (Saputra, 2024).

Another challenge identified through the research concerns the consistency of supervision and disciplinary awareness among civil servants themselves. Empirical findings suggest that disciplinary violations continue to occur despite the implementation of disciplinary sanctions over several consecutive years, indicating that punitive measures alone have not entirely eliminated non-compliance within the regional bureaucracy. Recurring violations demonstrate that sustainable disciplinary governance requires continuous supervision accompanied by preventive strategies capable of strengthening legal awareness, professional ethics, and organizational responsibility. Development of a disciplinary culture therefore depends not only upon sanctions imposed after misconduct occurs but equally upon institutional efforts to encourage voluntary compliance through education, guidance, and continuous performance evaluation. Strengthening supervisory mechanisms at the organizational level becomes indispensable for reducing the recurrence of disciplinary violations while reinforcing accountability throughout the public administration system (Muzanny et al., 2019).

Administrative objectivity further represents a continuing institutional concern because disciplinary sanctions directly affect the professional status, career development, and legal rights of civil servants. Collective deliberation involving BKPSDM, the Regional Secretary, the Inspectorate, and the Legal Division has significantly contributed to reducing individual discretion in disciplinary decision-making. Maintenance of objectivity nevertheless requires continuous institutional vigilance to ensure that disciplinary measures remain proportionate to the seriousness of each violation and are applied without discrimination or external influence. Procedural transparency, comprehensive documentation, and evidence-based decision-making therefore become indispensable safeguards for preserving public confidence in disciplinary governance. Institutional credibility is ultimately determined not only by the severity of sanctions imposed but also by the fairness and consistency demonstrated throughout the disciplinary process (Siahaan et al., 2026).

Comprehensive evaluation of these challenges indicates that disciplinary enforcement should be understood as a dynamic governance process requiring continuous institutional improvement rather than merely strict application of legal sanctions. Practical effectiveness depends upon the integration of efficient administrative procedures, effective inter-agency coordination, consistent supervision, objective decision-making, and organizational commitment to ethical public administration. Strengthening these interrelated components

will enhance the capacity of BKPSDM to implement disciplinary sanctions more effectively while preserving legal certainty, institutional accountability, and bureaucratic integrity. Sustainable disciplinary governance consequently requires balanced interaction between regulatory compliance and organizational development so that disciplinary enforcement functions not only as an instrument of punishment but also as a mechanism for promoting professionalism, preventing future violations, and supporting the realization of good governance within regional public administration (Susanti & Sundari, 2023).

Siyasah Fiqh Perspective on Disciplinary Sanctions

Evaluation of disciplinary sanction implementation through the perspective of *Siyasah Fiqh* demonstrates that disciplinary governance extends beyond administrative compliance and reflects broader ethical responsibilities attached to the exercise of governmental authority. Islamic constitutional jurisprudence recognizes public authority as an *amanah* that must be exercised with justice, responsibility, and accountability to ensure the realization of public welfare. Administrative sanctions imposed upon Civil Servants therefore cannot be understood merely as punitive instruments intended to penalize misconduct but must also function as mechanisms for preserving institutional order, protecting public interests, and maintaining the integrity of governmental administration. Empirical findings indicate that disciplinary procedures implemented by BKPSDM emphasize verification, investigation, collective deliberation, and evidence-based decision-making before sanctions are imposed, illustrating an administrative process intended to minimize arbitrariness while safeguarding procedural fairness. Such institutional practices correspond with the ethical orientation of *Siyasah Fiqh*, which requires every governmental decision to be founded upon objective consideration, legal certainty, and responsible exercise of authority rather than personal preference or discriminatory treatment. Alignment between administrative procedures and Islamic governance principles therefore strengthens the normative legitimacy of disciplinary enforcement while reinforcing public confidence in bureaucratic institutions (Kadir & Upe, 2024).

Application of the principle of *al-'adl* (justice) constitutes one of the most fundamental indicators in assessing the conformity of disciplinary implementation with *Siyasah Fiqh*. Justice within Islamic governance requires equality before the law, proportionality in governmental decisions, and protection against arbitrary exercise of public authority. Empirical evidence demonstrates that disciplinary sanctions within BKPSDM are determined through collective deliberation involving several institutional authorities, allowing every disciplinary case to be evaluated according to the seriousness of the violation, supporting evidence, and applicable legal provisions before sanctions are imposed. Collective evaluation significantly reduces the possibility of subjective judgment while promoting balanced consideration of legal and factual circumstances surrounding each disciplinary case. Proportional determination of disciplinary measures further illustrates that sanctions are imposed according to the degree of misconduct rather than personal status or institutional position of the civil servant concerned. Practical implementation of these procedural safeguards reflects the essential substance of *al-'adl*, where justice is realized not only through

the final decision but also through the fairness of every administrative stage preceding that decision (Muzanny et al., 2019).

Assessment based on the principle of *maslahah* further indicates that disciplinary sanctions are directed toward achieving broader institutional and societal benefits rather than merely imposing punishment upon individual civil servants (Dal, 2021). Islamic legal thought places public welfare at the center of governmental policy by requiring every administrative action to generate positive consequences for society while preventing greater institutional harm. Empirical findings reveal that disciplinary enforcement conducted by BKPSDM serves preventive, corrective, and educational functions intended to encourage professional conduct, strengthen ethical responsibility, and improve the quality of public services delivered by civil servants. Sanctions therefore operate as instruments of organizational development by promoting bureaucratic discipline capable of enhancing institutional performance and protecting public trust in governmental administration. Orientation toward long-term improvement rather than retributive punishment demonstrates consistency with the concept of *maslahah*, where disciplinary governance contributes to the realization of effective public administration while simultaneously safeguarding collective interests and sustaining bureaucratic professionalism (Muzanny et al., 2019).

Responsibility of governmental authorities in enforcing disciplinary regulations also reflects the principle of *ulil amri*, which assigns public leaders the obligation to administer governance with integrity, justice, and accountability. Institutional authority exercised by BKPSDM encompasses responsibilities extending beyond administrative management to include supervision, guidance, disciplinary enforcement, and protection of organizational integrity. Effective implementation of these responsibilities requires governmental officials to perform their authority transparently while ensuring that disciplinary decisions remain consistent with applicable legal norms and ethical obligations (Hayato & Isbandono, 2023). Empirical findings demonstrate that disciplinary administration within BKPSDM is supported by continuous coordination among administrative institutions, internal supervisory bodies, and legal authorities whenever disciplinary violations require broader governmental intervention. Institutional cooperation illustrates that public authority is exercised collectively to preserve accountability rather than concentrating discretionary power within a single administrative actor. Such governance practices correspond closely with the ethical conception of *ulil amri*, which emphasizes responsible leadership dedicated to maintaining justice, social order, and the public interest through accountable exercise of governmental authority (Istiqamah, 2025).

Comprehensive analysis from the perspective of *Siyasah Fiqh* demonstrates that implementation of disciplinary sanctions within BKPSDM generally reflects fundamental Islamic governance principles despite the practical challenges identified throughout the disciplinary process. Integration of justice (*al-'adl*), public welfare (*maslahah*), responsible leadership (*ulil amri*), transparency, accountability, and *amanah* into disciplinary administration strengthens both the legal and ethical legitimacy of bureaucratic governance. Practical effectiveness nevertheless depends upon continuous institutional commitment to maintaining procedural consistency, enhancing supervisory capacity, and reinforcing ethical

awareness among civil servants as well as public officials responsible for disciplinary enforcement. Sustainable realization of Islamic governance principles therefore requires disciplinary administration to function not solely as a mechanism for responding to violations but also as an institutional strategy for cultivating professionalism, strengthening public accountability, and promoting good governance founded upon legal certainty and moral responsibility. Integration of administrative law and *Siyasah Fiqh* consequently provides a comprehensive analytical framework capable of enriching disciplinary governance while contributing to the development of interdisciplinary scholarship concerning ethical public administration in Indonesia (Wirawan & Ramadhan, 2024).

CONCLUSION

Implementation of disciplinary sanctions against Civil Servants within the Regional Civil Service and Human Resources Development Agency (BKPSDM) of the Central Bengkulu Regency Government has generally been carried out through administrative procedures consistent with the prevailing regulatory framework, encompassing administrative verification, formal investigation, collective deliberation, proportional determination of sanctions, and institutional coordination throughout the disciplinary process. Practical implementation demonstrates that disciplinary governance functions not only as an instrument for enforcing statutory obligations but also as a mechanism for strengthening bureaucratic professionalism, institutional accountability, and public trust in government administration. Effectiveness of disciplinary enforcement nevertheless remains influenced by procedural complexity, institutional coordination, supervisory consistency, and organizational commitment to maintaining ethical standards within the civil service. Evaluation through the perspective of *Siyasah Fiqh* indicates that disciplinary implementation substantially reflects the principles of *al-'adl* (justice), *maslahah* (public welfare), *amanah* (trust), transparency, accountability, and *ulil amri* (responsible leadership), thereby confirming that administrative law and Islamic constitutional jurisprudence share common normative objectives in promoting equitable and accountable public governance. Integration of empirical legal analysis with Islamic governance principles constitutes the principal contribution of this research by providing an interdisciplinary framework for evaluating disciplinary administration while offering theoretical enrichment for legal scholarship and practical insights for strengthening ethical governance within Indonesia's public administration.

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