

SKRIPSI
PENEGAKAN HUKUM DISIPLIN POLRI SEBAGAI UPAYA
PENINGKATAN KETAATAN ANGGOTA TERHADAP
KETENTUAN JAM KERJA (STUDI DI KEPOLISIAN DAERAH
SUMATERA BARAT)

Diajukan Untuk Memenuhi Persyaratan Memperoleh Gelar Sarjana Hukum
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FAKULTAS HUKUM
UNIVERSITAS ANDALAS
PADANG

2026

No. Reg: 6/PK-VII/III/2026

LEMBARAN PENGESAHAN

VALIDITY SHEET

No. Reg: 6/PK-VII/III/2026

**PENEGAKAN HUKUM DISIPLIN POLRI SEBAGAI UPAYA PENINGKATAN
KETAATAN ANGGOTA TERHADAP KETENTUAN JAM KERJA (STUDI DI
KEPOLISIAN DAERAH SUMATERA BARAT)**

**THE ENFORCEMENT OF POLICE DISCIPLINARY LAW AS AN EFFORT TO IMPROVE
OFFICERS COMPLIANCE WITH WORKING HOURS REGULATIONS (A STUDY AT THE
WEST SUMATRA REGIONAL POLICE)**

Disusun Oleh

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PENEGAKAN HUKUM DISIPLIN POLRI SEBAGAI UPAYA PENINGKATAN KETAATAN ANGGOTA TERHADAP KETENTUAN JAM KERJA (STUDI DI KEPOLISIAN DAERAH SUMATERA BARAT)

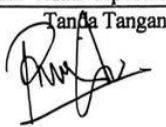
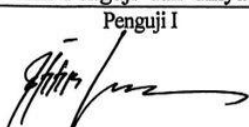
(Patricia Marshanda Eka Putri, 2210112149, Program Kekhususan Hukum Administrasi Negara (PK VII) , Fakultas Hukum, Universitas Andalas, 78 Halaman, 2026)

ABSTRAK

Disiplin jam kerja merupakan aspek penting dalam mewujudkan profesionalitas dan tanggung jawab anggota Kepolisian Negara Republik Indonesia. Secara normatif, penegakan disiplin anggota Polri berlandaskan pada Peraturan Pemerintah Nomor 2 Tahun 2003 tentang Peraturan Disiplin Anggota Kepolisian Negara Republik Indonesia. Pelanggaran terhadap ketentuan jam kerja dapat memengaruhi efektivitas pelaksanaan tugas serta kepercayaan masyarakat terhadap institusi Polri. Penelitian ini bertujuan untuk mengetahui pelaksanaan penegakan hukum disiplin terhadap pelanggaran jam kerja anggota Polri di Kepolisian Daerah Sumatera Barat serta mengidentifikasi kendala yang dihadapi dalam proses penegakannya. Penelitian ini menggunakan metode yuridis empiris dengan pendekatan deskriptif analitis. Data diperoleh melalui wawancara dengan personel Bidpropam dan Subbidprovos Polda Sumatera Barat serta studi dokumen terhadap data pelanggaran disiplin dan peraturan perundang-undangan terkait. Hasil penelitian menunjukkan bahwa penegakan hukum disiplin telah dilaksanakan melalui pemeriksaan, sidang disiplin oleh Ansum, penjatuhan sanksi, dan pengawasan pasca putusan. Namun, efektivitasnya belum optimal karena masih ditemukan pelanggaran yang dilakukan secara berulang. Kendala yang dihadapi meliputi rendahnya kesadaran disiplin anggota, belum optimalnya efek jera sanksi, subjektivitas dalam penjatuhan hukuman, lemahnya pengawasan atasan langsung, serta budaya organisasi yang masih toleran terhadap pelanggaran ringan. Oleh karena itu, diperlukan konsistensi penjatuhan sanksi, peningkatan pembinaan disiplin, dan optimalisasi pengawasan guna meningkatkan kepatuhan anggota terhadap ketentuan jam kerja.

Kata Kunci: Penegakan Hukum, Hukuman Disiplin, Sanksi Disiplin, Efektivitas

Skripsi ini telah dipertahankan di depan Tim Penguji dan dinyatakan lulus pada 02 Juni 2026

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THE ENFORCEMENT OF DISCIPLINARY LAW WITHIN THE INDONESIAN NATIONAL POLICE AS AN EFFORT TO ENHANCE MEMBERS' COMPLIANCE WITH WORKING HOURS REGULATIONS (A STUDY AT THE WEST SUMATRA REGIONAL POLICE)

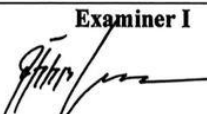
Patricia Marshanda Eka Putri, 2210112149, Special Program in State Administrative Law (PK VII), Faculty of Law, Andalas University, 78 pages, 2026.

ABSTRACT

Working hours discipline is an important aspect in realizing the professionalism and responsibility of members of the Indonesian National Police in carrying out their official duties. Normatively, the enforcement of police discipline is based on Government Regulation Number 2 of 2003 concerning the Disciplinary Regulations for Members of the Indonesian National Police. Violations of working hours regulations may affect the effectiveness of duty performance and public trust in the police institution. This study aims to examine the implementation of disciplinary law enforcement against violations of working hours regulations committed by members of the Indonesian National Police at the West Sumatra Regional Police and to identify the obstacles encountered in the enforcement process. This research employed an empirical juridical method using a descriptive-analytical approach. Data were collected through interviews with personnel from the Professional and Security Division (Bidpropam) and the Provost Sub-Division (Subbidprovos) of the West Sumatra Regional Police, supported by document studies of disciplinary violation data and relevant laws and regulations. The results of this study indicate that disciplinary law enforcement has been implemented through investigations, disciplinary hearings conducted by the Superior Authorized to Impose Punishment (Ankum), the imposition of sanctions, and post-decision supervision. However, its effectiveness has not been fully optimal, as repeated violations are still found. The obstacles encountered include the low level of disciplinary awareness among members, the lack of deterrent effect of sanctions, subjectivity in imposing disciplinary punishments, weak supervision by direct superiors, and an organizational culture that remains tolerant of minor violations. Therefore, consistency in imposing sanctions, strengthening disciplinary guidance, and optimizing supervision are necessary to improve members' compliance with working hours regulations.

Keywords: Law Enforcement, Disciplinary Punishment, Disciplinary Sanctions, Effectiveness.

This minor thesis has defended in front of the examiner team at June 02nd 2026.

		
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