

A review of fiqh siyasah tanfidziyyah on the implementation of the mayor regulation on civil servant discipline at the Inspectorate of Bandar Lampung City

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Abstract: This study aimed to analyze the implementation of working hour discipline enforcement for Civil Servant (PNS) based on Article 4 letter (f) of the Mayor of Bandar Lampung Regulation Number 25 of 2021 at the Bandar Lampung City Inspectorate through the perspective of *Fiqh Siyasah Tanfidziyyah*. The research method used was qualitative field research with a descriptive-analytical approach. Primary data were collected through in-depth interviews with relevant authorities at the Inspectorate, while secondary data were obtained through documentation studies and legal literature. The data analysis technique employed an interactive model comprising data reduction, data display, and conclusion drawing. The results showed that the enforcement of discipline at the Bandar Lampung City Inspectorate ran effectively by utilizing the "Siger" digital attendance application, which minimized data manipulation. The Inspectorate acted as a role model for other agencies with a track record of zero severe violations. The imposition of sanctions prioritized the coaching aspect through tiered reprimands, which is in line with the concept of *Ta'zir* in Islamic law. From the perspective of *Fiqh Siyasah Tanfidziyyah*, this policy was a manifestation of the *Ulil Amri's* responsibility in realizing public interest (*maslahah 'Ammah*) through the principles of trust (*amanah*), justice, and administrative transparency to improve the quality of public services.

Keywords: *Fiqh Siyasah Tanfidziyyah*; Enforcement of Discipline; Civil Servant.

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Introduction

The State Civil Apparatus (ASN) serves as the primary driving force in the wheels of government, national development, and public service in Indonesia (Rofik Fauzan, 2024). Its strategic position as both a state servant and public servant demands high standards of integrity, professionalism, and ethics. Nationally, the transformation of ASN management has been reaffirmed through Law Number 20 of 2023 concerning the State Civil Apparatus. This regulation introduces a new paradigm emphasizing productivity and performance-based professionalism, where every civil servant is required to make tangible contributions to national progress (Onibala et al., 2019). From the perspective of modern bureaucracy (good governance), ASN work discipline is not merely understood as compliance with formal regulations, but also as a form of professional responsibility in delivering effective and accountable public services. Compliance with working-hour provisions is a fundamental indicator in assessing the extent to which a civil servant carries out their duties and responsibilities optimally.

More specifically, the Central Government has enacted Government Regulation Number 94 of 2021 concerning the Discipline of Civil Servants as the primary legal framework governing employee conduct norms. This regulation explicitly details various obligations and prohibitions, the violation of which may result in disciplinary sanctions ranging from minor to severe penalties (Fithriana & Erna, 2020). However, the effectiveness of disciplinary enforcement largely depends on the ability of local governments to implement more technical and operational policies in accordance with the characteristics of their respective regional bureaucracies (Sandiani et al., 2020). This highlights the urgency for local

governments to establish supervisory systems that are not only administratively strong but also adaptive to technological advancements and the dynamics of modern bureaucracy.

The existence of this regulation essentially carries a strong moral dimension, particularly when viewed through the perspective of Islamic ethics. Work discipline is not solely related to fulfilling working hours, but also concerns the responsibility and trust (*amanah*) attached to the position of a state apparatus (Yuman Rahmandha et al., 2024). This is in line with the Word of Allah SWT in the Qur'an, Surah Al-Mu'minun [23]: 8, which states:

وَالَّذِينَ هُمْ لِأَمْتِهِمْ وَعَهْدِهِمْ رَاعُونَ

Meaning: “*And those who are faithful to their trusts and promises.*” (QS. Al-Mu'minun [23]: 8) (Kemenag RI, 2022).

This verse provides a normative foundation that safeguarding trust and fulfilling promises are integral parts of a Muslim's integrity. In the context of government bureaucracy, such trust is reflected in the responsibility of ASN employees to carry out public service duties in a disciplined and professional manner, including compliance with working duration and schedules (Pa'qih, 2024). Thus, violations of working-hour regulations are not only viewed as administrative violations but may also be understood as a form of neglect toward the moral responsibility attached to public office.

The Government of Bandar Lampung City responded to the need for bureaucratic order by enacting Mayor Regulation (Perwali) Number 25 of 2021 concerning Guidelines for the Enforcement of Civil Servant Discipline. This policy serves as an important juridical instrument in regulating supervisory and disciplinary mechanisms for ASN employees within the Bandar Lampung City Government. One of the main focuses of this regulation is contained in Article 4 letter (f), which obligates civil servants to attend work and comply consistently with working-hour provisions. Work discipline is a fundamental aspect because it is directly related to the effectiveness of public services and the accountability of regional budget utilization sourced from state finances (Sakir, 2024).

Although legal instruments are already in place, the implementation of working-hour discipline within regional bureaucracies still faces various challenges (Sakir, 2024). Sociological realities indicate that disciplinary loopholes often arise due to weak internal control systems and the still-low collective awareness regarding the value of time as an asset of productivity (Sitti Harlina Hamid & Nurasia Natsir, 2023). Based on data from the Inspectorate of Bandar Lampung City, there were 19 disciplinary cases recorded throughout 2023 involving various levels of positions. By mid-2024, violations of working-hour discipline were still being discovered and processed administratively. This condition demonstrates that the existence of regulations and supervisory systems has not been fully effective in fostering ASN disciplinary compliance. This research is important because the effectiveness of ASN disciplinary enforcement not only determines the quality of public services but is also related to the accountability of regional governance. Therefore, a deeper analysis is needed regarding the effectiveness of supervision and the implementation of disciplinary sanctions in shaping more professional bureaucratic behavior.

Within the structure of regional governance, the Inspectorate of Bandar Lampung City holds a strategic role as the Government Internal Supervisory Apparatus (APIP), tasked with overseeing policy implementation and fostering ASN discipline (Nasoha, 2025). This role includes report verification, field inspections, and providing sanction recommendations through the Case Resolution Team (Taruna, 2023). This position places the Inspectorate not only as a supervisory institution but also as an institution expected to serve as a disciplinary role model for all Regional Apparatus Organizations (OPD) within the Bandar Lampung City Government.

To support the effectiveness of supervision, the Inspectorate of Bandar Lampung City implements a digital attendance system through the “Siger” application. The implementation of this digital system aims to enhance transparency and objectivity in recording employee attendance. The system

automatically records employee tardiness and connects it with performance allowance deduction mechanisms as a form of administrative disciplinary enforcement. Nevertheless, the implementation of supervisory technology must still consider principles of justice and developmental aspects in the process of imposing sanctions (Sandiani et al., 2020). This is important considering that disciplinary violations are often influenced by personal factors and certain social conditions that require proportional consideration (Dwisaputra Rifai & Iلمان, 2025).

The examination and disciplinary enforcement process conducted by the Inspectorate continues to prioritize the principle of guidance as stipulated in administrative law principles (Suryani & Diniawaty, 2024). Sanctions are imposed through stages of examination by considering the severity of the violation, the employee's track record, and the impact of the violation on institutional performance (Saputra, 2024). Furthermore, the coordination mechanism through the Case Resolution Team involving the Regional Personnel Agency (BKD), legal division, and direct supervisors indicates that sanction decisions are made based on prudence and careful administrative consideration. The dynamics between the implementation of the "Siger" digital system and the developmental approach constitute an important aspect worthy of deeper examination.

Numerous studies concerning ASN supervision and discipline have been conducted from various perspectives. Research conducted by Marisa, (2025) shows that ASN supervision through the *Siyasah Tanfidziyyah* approach has not operated optimally due to limitations in authority and supervisory resources. Furthermore, research by Wibowo et al., (2025) concludes that public policy implementation has not been optimal because of weak coordination and commitment in regulatory implementation. Another study by Sitti Harlina Hamid & Nurasia Natsir, (2023) emphasizes that low ASN disciplinary awareness and weak internal supervision are the main factors causing work-discipline violations. Additionally, research by Sandiani et al., (2020) demonstrates that the implementation of technology-based supervisory systems can improve the effectiveness of ASN supervision, although it still requires developmental approaches and administrative justice in its implementation.

Based on these previous studies, it can be understood that studies regarding ASN supervision and public policy implementation from the perspective of Fiqh *Siyasah Tanfidziyyah* have developed considerably; however, most studies still focus on ASN neutrality, public service, and the effectiveness of government policies in general. Meanwhile, studies specifically analyzing the implementation of Mayor Regulation Number 25 of 2021 concerning ASN discipline in the Inspectorate of Bandar Lampung City through the perspective of Fiqh *Siyasah Tanfidziyyah*, particularly regarding the implementation of the "Siger" digital attendance system, remain relatively limited. This condition indicates a research gap that needs further development, especially in integrating positive law and Islamic constitutional law approaches in enforcing ASN discipline.

Fiqh *Siyasah Tanfidziyyah* is a branch of Islamic constitutional law that discusses the implementation of executive power and policy execution by authorities (*ulil amri*) in order to achieve public welfare (*maslahah*) (Febryan, 2023; Rizki et al., 2026). From this perspective, disciplinary enforcement by the Inspectorate is not only interpreted as an effort to implement governmental administrative regulations but also as a form of leadership responsibility in maintaining bureaucratic order and public service. Principles such as justice (*'adl*), trustworthiness (*amanah*), supervision (*raqabah*), and public welfare (*maslahah 'ammah*) serve as important foundations in evaluating the implementation of ASN disciplinary policies (Rizki et al., 2026).

The novelty of this research lies in the analysis of the implementation of Mayor Regulation Number 25 of 2021 concerning ASN discipline through the perspective of Fiqh *Siyasah Tanfidziyyah*, focusing on the implementation of the "Siger" digital attendance system at the Inspectorate of Bandar Lampung City. This study not only reviews aspects of administrative effectiveness and disciplinary supervision but also integrates dimensions of ethics, justice, and public welfare within Islamic law. Based on the foregoing explanation, this study aims to analyze the implementation of Mayor Regulation

Number 25 of 2021 concerning civil servant discipline at the Inspectorate of Bandar Lampung City and to review it through the perspective of *Fiqh Siyasaḥ Tanfidziyyah*. This research is expected to formulate a disciplinary enforcement model that is not only administratively and juridically robust but also possesses strong moral and religious legitimacy in order to realize clean, integrity-based, and blessed governance.

Method

This study employed a field research design with a qualitative approach that is descriptive-analytical in nature. This approach was used to analyze the implementation of the Mayor Regulation of Bandar Lampung Number 25 of 2021 concerning Guidelines for the Enforcement of Civil Servant Discipline, particularly related to the implementation of Article 4 letter (f) regarding the obligation of ASN employees to comply with working hours within the Inspectorate Office of Bandar Lampung City. This research combines positive legal analysis with the perspective of *Fiqh Siyasaḥ Tanfidziyyah* to assess the effectiveness of supervision and the enforcement of ASN discipline.

The research was conducted at the Inspectorate Office of Bandar Lampung City because the institution has the authority as the Government Internal Supervisory Apparatus (APIP) in supervising and enforcing ASN discipline. The study was carried out over four months, from December 2025 to April 2026. Research subjects were determined using purposive sampling techniques, namely selecting informants who were directly involved in the implementation of ASN disciplinary supervision. The research informants included the Head of the Inspectorate, the Secretary of the Inspectorate, Assistant Inspectors (*Irbān*), and administrative staff handling disciplinary cases and the management of the “Siger” digital attendance system. The research informant data are presented in Table 1 below.

Table 1. Research Informant Data

No	Informant Initials	Position / Work Unit	Interview Focus
1	Mr. R	Head of Inspectorate	Macro Policies, Legal Consideration Basis, and Cross-Sectoral Coordination
2	Mrs. O	Secretary of the Inspectorate Inspektorat	Administrative Procedures, Accountability, and Initial Verification Mechanisms
3	Mr. MJM	Assistant Inspector (<i>Irbān</i>)	Technical Field Inspection, Root Causes (Sociological), and the Principle of Proportionality
4	Mr. HA	Disciplinary Case Administration Team	Digital Administrative Governance and Internal Conditions (Role Model)

The data sources in this study consisted of primary data and secondary data. Primary data were obtained through in-depth interviews with four informants within the Inspectorate of Bandar Lampung City. Meanwhile, secondary data were obtained through documentation and literature studies, such as Mayor Regulation Number 25 of 2021, digital attendance data, disciplinary case handling archives, and literature concerning *Fiqh Siyasaḥ Tanfidziyyah*.

Data collection techniques were conducted through interviews, non-participant observation, and documentation. Interviews were conducted semi-structurally with ten main questions focusing on: (1) procedures for handling working-hour violations, (2) verification of violations through the “Siger” digital attendance system, (3) the basis for imposing fair sanctions (*‘adl*), (4) the implementation of sanctions as a form of guidance (*ta’zīr*), and (5) accountability and transparency in ASN disciplinary decision-making. Observation was used to examine the implementation of work discipline and the use of the digital attendance system within the Inspectorate environment. Documentation was carried out through collecting archives of violation reports, ASN attendance data, warning letters, and other

administrative documents. Research instruments consisted of semi-structured interview guidelines, observation field notes, and documentation lists. To ensure data validity, this study used source triangulation and technique triangulation by comparing interview results, observations, and documentation.

The data analysis technique in this study used an interactive model which included data reduction, data presentation, and conclusion drawing/verification (Miles & Hubberman, 2019). Data reduction was carried out by selecting and simplifying data obtained from interviews, observations, and documentation related to the implementation of ASN discipline and the use of the “Siger” attendance system. Furthermore, the data were presented in narrative form to facilitate researchers in understanding patterns of supervisory implementation and disciplinary sanction imposition within the Inspectorate of Bandar Lampung City. The final stage was conducted through conclusion drawing and verification by comparing field findings with relevant literature in order to obtain valid and consistent data.

The collected data were then analyzed using two approaches, namely descriptive-qualitative analysis and normative-theological analysis. Descriptive-qualitative analysis was used to describe the implementation of Mayor Regulation Number 25 of 2021 in enforcing ASN discipline, starting from supervisory mechanisms, the use of the “Siger” application, to the imposition of disciplinary sanctions. Meanwhile, normative-theological analysis was used to assess the implementation of the policy based on the perspective of Fiqh *Siyasah Tanfidziyyah*, particularly regarding the principles of justice (*‘adl*), trustworthiness (*amanah*), ta’zir, and public welfare (*maslahah ‘ammah*) in government administration.

Results and Discussion

Results

The research findings in the field indicate that the implementation of Article 4 letter (f) of the Mayor Regulation of Bandar Lampung Number 25 of 2021 concerning the enforcement of ASN working-hour discipline within the Inspectorate of Bandar Lampung City has undergone a significant transformation, particularly in the aspects of supervision and disciplinary verification instruments through digital systems. The position of the Inspectorate as the Government Internal Supervisory Apparatus (APIP) requires this institution to maintain stricter disciplinary standards compared to other institutions because it functions both as a supervisory body and as a role model for all Regional Apparatus Organizations (OPD) within the Bandar Lampung City Government.

Table 2. ASN Working-Hour Provisions of the Bandar Lampung City Government

Day	Arrival Time	Break Time	Departure Time	Description
Monday – Thursday	07.30 WIB	12.00-13.00 WIB	16.00 WIB	Attendance via Siger Application
Friday	07.30 WIB	11.30-13.30 WIB	16.30 WIB	Adjustment for Friday Prayer Worship Time
Ramadhan	08.00 WIB	12.00-12.30 WIB	15.00 WIB	Based on Mayor’s Circular Letter

The results of data collection through observation, documentation, and in-depth interviews indicate that the practice of ASN disciplinary enforcement within the Inspectorate of Bandar Lampung City encompasses three main dimensions, namely digital-based supervisory mechanisms, the reality of sanction imposition and developmental approaches, and the administrative system for recording violations.

Digital-Based Supervisory Mechanism

Technically, the implementation of the obligation to comply with working hours within the Inspectorate of Bandar Lampung City no longer relies on manual recording instruments or handwritten signatures, but has completely shifted to a digital attendance system. Field data show that ASN

attendance supervision is now integrated through an electronic application called “Siger.” This application serves as the primary instrument as well as authentic evidence that is administratively valid in measuring employee disciplinary levels on a daily basis.

This transition toward a digital system was directly confirmed by the Inspectorate during interviews, stating:

“... now attendance is already application-based, so we use an application called Siger. So there, the recap can be seen later, daily and monthly recaps are visible there, whether the employee is present or absent. In terms of the recording system, that is how it works, the recap is already available in the application.”

The statement above confirms that through the “Siger” system, attendance recapitulation can be monitored in real time and transparently. The application dashboard displays attendance status, punctuality of arrival and departure, levels of tardiness calculated in minutes, and employee absenteeism percentages. This system automation minimizes the potential for attendance data manipulation, such as proxy attendance practices, and provides an objective basis for leaders in assessing ASN compliance with applicable work-discipline provisions.

In addition to functioning as a supervisory instrument, the “Siger” application is also integrated with personnel administration systems and regional financial governance. Every accumulation of tardiness automatically affects the Employee Additional Income (TPP) or ASN performance allowance. Thus, the digital attendance system not only functions as an attendance-recording tool but also becomes a data-based disciplinary control instrument that encourages increased employee compliance with working hours.

Nevertheless, observation results indicate that the implementation of the digital system still requires periodic administrative supervision. This is carried out to anticipate possible technical obstacles, such as internet network disruptions, delays in data synchronization, or system errors that may affect the validity of employee attendance records. Therefore, the use of the “Siger” application is still accompanied by verification mechanisms conducted by the personnel administration division.

From the perspective of administrative law, the implementation of civil servant disciplinary policies constitutes an important part of realizing effective and accountable governance. Fitria et al. explain that administrative law functions as an instrument for controlling governmental actions so that all policies operate according to the principles of legality, efficiency, and public responsibility (Fitria et al., 2025). Thus, the mayoral regulation concerning civil servant discipline within the Inspectorate of Bandar Lampung City should serve as a form of strengthening a professional and integrated bureaucracy.

The Reality of Sanction Imposition and the Developmental Approach

Regarding procedures for handling violations and imposing sanctions, the research findings reveal an interesting empirical phenomenon within the internal environment of the Inspectorate of Bandar Lampung City. Although the Inspectorate possesses substantial authority to process and recommend sanctions for disciplinary violations from all OPDs throughout Bandar Lampung City, the level of serious disciplinary violations within the Inspectorate itself is recorded as nonexistent. The information gathered indicates that there has never been any imposition of moderate or severe disciplinary sanctions against ASN employees within this supervisory institution.

This condition of “zero serious cases” does not indicate weak supervision, but rather is based on a high level of collective awareness. The Inspectorate holds an absolute role as the front line as well as a role model for all other OPDs under the Bandar Lampung City Government. There exists a strong internal leadership principle that before supervising other institutions, order must first be enforced within “one’s own house.” This was firmly expressed by the informant:

" Alhamdulillah, here in the Inspectorate we are an example, an example for all OPDs, and we ourselves must set the example first. We will later provide guidance and supervision to OPDs in Bandar Lampung, but if we ourselves, our attendance and employees are not orderly, then it cannot work. So here, we ourselves [must be disciplined first]."

In the event of indications of declining disciplinary levels or potential minor violations, the instrument prioritized is not a punitive approach, but rather a developmental approach (preventive and corrective). The handling procedure begins with summons and gradual warnings. As explained by the informant regarding the flow of sanction imposition:

" Alhamdulillah, in our institution there has never been disciplinary punishment because we are still categorized as diligent/disciplined. If there were any, perhaps we would first issue one warning letter. There have not yet been any sanctions or punishments imposed on ASN employees because it has never occurred. But if it were to happen, perhaps a first, second, and third warning letter would be issued, and only then would there be continuing sanctions."

The quotation above indicates that enforcement stages begin with the issuance of Warning Letters (SP) in stages. If disciplinary behavior continues and written warnings are ignored, then the case will be processed further according to the disciplinary punishment mechanisms regulated in Mayor Regulation Number 25 of 2021. This gradual approach demonstrates that disciplinary implementation within the Inspectorate still provides room for guidance and self-evaluation for ASN employees before more severe sanctions are imposed.

Interview results also indicate that the developmental approach is considered more effective in maintaining workplace stability compared to purely repressive approaches. Guidance is carried out to foster ASN awareness that work discipline is not merely an administrative obligation, but also part of professional responsibility in delivering public services.

Administrative System and Violation Recording

As a form of institutional accountability and the principle of legal certainty, all employee disciplinary records are properly documented through an administrative management system. Although serious violation cases within the Inspectorate have never occurred, the violation-recording system is still prepared as a preventive measure and a form of continuous supervision over ASN behavior. All forms of guidance, ranging from verbal warnings, summons by direct supervisors, written warning letters, to other guidance histories, are specially administered in internal personnel documents. Regarding the management of such data, the Inspectorate explained:

"... so it has never happened, for the recording or administrative management of disciplinary violation cases, perhaps it is only documented in a book, the Employee Case Record Book."

The book or register referred to as the "Employee Case Record Book" has a crucial function as a historical database. This document records the behavioral track record of ASN employees throughout their period of service. If in the future an ASN employee commits repeated or cumulative violations, the historical data from this record book will be used as a juridical basis. Such records become aggravating juridical evidence in sanction-imposition hearings to determine proportional and fair follow-up punishments according to the level of accumulated misconduct committed.

The administrative system and recording of disciplinary violations still reflect the governmental function of maintaining order, justice, and public welfare within bureaucratic governance. Maimun and Dani Amran Hakim explain that *Siyasah Tanfidziyyah* constitutes governmental policy implemented based on sharia principles to realize public welfare and justice in governance (Maimun & Hakim, 2023). Therefore, the "record book" is not only an instrument of personnel administration but also a form of implementing accountability and supervisory principles within government administration.

In addition to serving as an administrative instrument, this recording system also functions to support institutional transparency and accountability in the process of ASN disciplinary enforcement.

Through systematic documentation, every decision concerning guidance or sanction imposition can be accounted for administratively and legally, thereby minimizing the potential for subjectivity in the decision-making process.

Discussion

The discussion regarding the enforcement of discipline among State Civil Apparatus (ASN) within the Inspectorate of Bandar Lampung City brings us to an important intersection between modern state administrative law and the principles of governance in Islam. Conceptually, bureaucracy is not merely an administrative machine operating based on regulatory mandates, but an entity that bears a moral responsibility to realize social justice and public welfare. Within the framework of Fiqh Siyasah, the government or Ulil Amri possesses the authority to establish administrative policies that are *ijtihadi* in nature, including matters concerning employee discipline, as long as they aim to safeguard public interests and do not contradict sharia principles. This is in line with the Word of Allah SWT in QS. An-Nisa' [4]: 59:

يَا أَيُّهَا الَّذِينَ آمَنُوا أَطِيعُوا اللَّهَ وَأَطِيعُوا الرَّسُولَ وَأُولَى الْأَمْرِ مِنْكُمْ

Meaning: “O you who believe! Obey Allah and obey the Messenger (Muhammad), and those in authority among you.” (QS. An-Nisa' [4]: 59) (Kemenag RI, 2022).

This verse emphasizes the obligation to obey leaders as long as the policies established aim to create order and collective welfare. The implementation of the Mayor Regulation of Bandar Lampung Number 25 of 2021 constitutes one form of regional administrative policy intended to improve ASN discipline for the optimization of public services.

In the context of *Siyasah Tanfidziyyah*, the policies implemented by the Inspectorate constitute instruments for executing executive functions effectively and responsibly. Analysis of the field findings indicates that the effectiveness of disciplinary enforcement is not solely determined by the severity of sanctions, but also by a supervisory system that is structured, transparent, and consistent. The enforcement of Article 4 letter (f) concerning the obligation to comply with working hours serves as an important indicator in assessing the implementation of good governance principles from the perspective of Islamic law. These findings are also consistent with the research of Marisa, (2025) which emphasizes that the effectiveness of ASN supervision is strongly influenced by institutional coordination, the integrity of supervisors, and consistency in implementing regulations. The following discussion will thoroughly examine the four main pillars of the research findings, namely digital transformation, the role of institutions as role models, educational sanction approaches, and accountability for the sake of public welfare.

Digital Transformation of Attendance: An Effort Toward Transparency and Justice

The implementation of Article 4 letter (f) of Mayor Regulation Number 25 of 2021 through the “Siger” application within the Inspectorate of Bandar Lampung City represents a progressive step in modernizing regional bureaucracy. From the perspective of positive law, the use of this digital attendance system provides much stronger and more accurate legal certainty compared to manual systems that are vulnerable to manipulation. Tardiness recorded automatically down to the minute eliminates the subjectivity of supervisors in assessing ASN attendance and reduces the potential for attendance administration manipulation. The system is also directly integrated with the mechanism for deducting Employee Additional Income (TPP), so that every form of violation carries clear administrative consequences in accordance with Mayor Regulation Number 25 of 2021.

From the perspective of *Fiqh Siyasaḥ Tanfidziyyah*, this digitalization of supervision reflects the local government's effort to realize the principles of trustworthiness (*amanah*), professionalism (*itqan*), and justice (*'adl*). This is in line with the Word of Allah SWT in QS. An-Nahl [16]: 90:

إِنَّ اللَّهَ يَأْمُرُ بِالْعَدْلِ وَالْإِحْسَانِ

Meaning: “Indeed, Allah commands justice and good conduct.” (QS. An-Nahl [16]: 90) (Kemenag RI, 2022).

Through a transparent system, the potential for discriminatory treatment and favoritism in disciplinary enforcement can be minimized. This policy also reflects the application of the *fiqh* principle:

تَصَرَّفُ الْإِمَامُ عَلَى الرَّعِيَّةِ مُنَوِّطٌ بِالْمَصْلَحَةِ

Meaning: “The policies of a leader toward his people must be oriented toward public welfare.”

This principle serves as the foundation in *Fiqh Siyasaḥ* that a leader's policies toward the people (including employees) must be fully oriented toward public welfare. Through a transparent system, namely the use of the “Siger” application, the potential for administrative injustice (whether in the form of favoritism or discrimination) can be minimized. Employee rights related to performance allowances are granted proportionally based on their working-time contributions, which in Islam constitutes a manifestation of the value of justice (*'adl*) in social and work relations. Nevertheless, the implementation of this digital system still requires continuous supervision. Several technical obstacles, such as network disruptions, delays in data synchronization, or input errors, still have the potential to occur. Therefore, the use of technology must still be balanced with administrative verification and humane considerations so as not to create injustice in the imposition of disciplinary sanctions.

The Existence of the Inspectorate as a Role Model

An interesting fact discovered in the field is the absence of serious disciplinary violations within the internal environment of the Inspectorate of Bandar Lampung City. This does not merely indicate the absence of technical problems, but rather reflects a managerial strategy that is highly aligned with the principles of Islamic leadership. As an institution entrusted with supervisory duties, or in the classical Islamic tradition known as the function of *Al-Hisbah*, the Inspectorate fully realizes that its moral authority to discipline other institutions (OPDs) depends greatly on its own internal integrity and orderliness. The legitimacy of supervision will collapse if the supervisors themselves lack integrity in basic discipline such as working hours.

Theoretically, this represents the embodiment of the *tanfidziyyah* function (policy implementation), which demands high integrity from each apparatus. If the supervisory institution itself is undisciplined, then the entire supervisory function for public welfare in Bandar Lampung City will become paralyzed and lose authority. The absence of serious violations within the Inspectorate serves as an explanation of why the process of disciplinary enforcement within the Bandar Lampung City Government still possesses moral binding power, because the law enforcers first enforce the rules upon themselves before imposing them externally (*Ibda' binafsik*). This principle emphasizes that systemic change must begin from the center of supervisory control, so that the message of discipline can be effectively conveyed throughout all levels of bureaucracy. These findings are also consistent with the study of Wibowo et al., (2025) which states that the success of regional policy implementation is greatly influenced by the integrity of policy implementers and the consistency of government institutions in implementing established regulations.

The Developmental Approach within the Framework of Ta'zir

The findings concerning the use of a tiered warning system, ranging from Warning Letter (SP) 1 to SP 3 before proceeding to the imposition of severe sanctions, indicate that the spirit of Mayor Regulation Number 25 of 2021 prioritizes educational aspects rather than merely punitive measures. From the perspective of Fiqh Siyasah, this approach is closely related to the concept of *ta'zir*, namely sanctions whose forms and degrees are determined by authorities for the sake of public welfare, where the primary objective is *ta'dib* (education, character formation, and behavioral improvement). Law enforcement in Islam is not always interpreted as retaliation, but rather as a rehabilitation process so that legal subjects may return to the correct path.

Providing opportunities through warning letters reflects the characteristic of *rahmah* (compassion) from a leader toward subordinates, while still remaining firm within the corridor of strict regulations (*shiddah*). This is reinforced by the hadith of the Prophet Muhammad SAW:

كُلُّكُمْ رَاعٍ وَكُلُّكُمْ مَسْئُولٌ عَنْ رَعِيَّتِهِ

Meaning: “Every one of you is a leader, and every leader will be held accountable for those under his leadership.” (HR. Bukhari dan Muslim).

This hadith indicates that leaders bear responsibility to guide their subordinates fairly and proportionally. Therefore, the gradual issuance of warning letters can be understood as a form of administrative guidance that still prioritizes humanitarian and justice values. This proves that the enforcement of working-hour discipline within the Inspectorate is not merely aimed at achieving administrative targets or fulfilling statistical data, but rather constitutes a systematic effort to shape the character of civil servants who are responsible and feel ashamed to violate the trust of time. The impact of this developmental approach is considered more sustainable because behavioral change among employees is encouraged through awareness fostered by persuasive-administrative guidance, not merely because of fear of severe sanctions threatening their careers.

Accountability and Public Welfare (Maslahah ‘Ammah)

The administrative system through the “Employee Case Record Book,” integrated with digital data, ensures that every administrative action can be accounted for before the law and the public. From the perspective of Fiqh *Siyasah Tanfidziyyah*, this accountability constitutes an absolute requirement in good governance. ASN working-hour discipline should not be viewed narrowly as merely a matter of attendance or physical presence, but rather as a key instrument in guaranteeing the public’s rights to excellent public services. ASN working time is paid for by the state through public taxes; therefore, indiscipline in working hours essentially constitutes neglect of the people’s rights.

Within the perspective of Fiqh *Siyasah Tanfidziyyah*, accountability is an important part of the principle of *amanah* in governance. Allah SWT states in QS. An-Nisa’ [4]: 58:

إِنَّ اللَّهَ يَأْمُرُكُمْ أَنْ تُؤَدُّوا الْأَمَانَاتِ إِلَىٰ أَهْلِهَا

Meaning: “Indeed, Allah commands you to render trusts to whom they are due.” (QS. An-Nisa’ [4]: 58) (Kemenag RI, 2022).

This verse emphasizes that every trust must be carried out responsibly, including the trust of office and public service. ASN working-hour discipline cannot merely be regarded as an issue of physical attendance, but rather as part of the responsibility toward the public’s right to obtain optimal services.

When an ASN complies with working hours responsibly, the public’s rights to receive effective, professional, and timely services are fulfilled. Conversely, indiscipline in working hours constitutes a betrayal of the social contract and the trust granted by the people. Therefore, the implementation of Mayor Regulation Number 25 of 2021 through Inspectorate supervision represents a form of protection

for public welfare (*masalah 'ammah*), ensuring that the wheels of governance in Bandar Lampung City operate effectively for the welfare of its citizens. The integration between an objective digital system and a humane developmental approach becomes an ideal formula in realizing a bureaucracy that is not only formally integrated but also inspired by noble values of sharia justice.

Synthesizing the discussion above, it can be affirmed that the enforcement of working-hour discipline within the Inspectorate of Bandar Lampung City through the “Siger” application and the tiered developmental system has created a healthy bureaucratic ecosystem. The combination of modern technological instruments with the values of *Fiqh Siyasah Tanfidziyyah* provides a new dimension in understanding administrative law. Discipline is no longer viewed as a burden of coercion, but rather as a form of worship and moral responsibility of ASN employees as public servants. The success of the Inspectorate in maintaining zero serious violations internally serves as evidence that exemplary leadership constitutes the main key to the effectiveness of regional regulatory enforcement.

Ultimately, the disciplinary enforcement model implemented in Bandar Lampung City can serve as a reference for other regions in integrating Islamic values into modern governmental practices. The analysis of *Fiqh Siyasah Tanfidziyyah* demonstrates that sharia principles such as justice, trustworthiness, and public welfare are highly compatible with the demands of today’s digital and transparent bureaucracy. By continuously maintaining consistency between strict digital systems and humane developmental approaches, the Bandar Lampung City Government is not only building an efficient bureaucracy in terms of performance, but also weaving the foundation of a governance civilization characterized by integrity and blessed by Allah SWT.

Kesimpulan

Based on the research findings, the implementation of Article 4 letter (f) of the Mayor Regulation of Bandar Lampung Number 25 of 2021 within the Inspectorate of Bandar Lampung City has been carried out effectively through the digital attendance system based on the “Siger” application. This system has been able to improve transparency, accountability, and objectivity in ASN disciplinary supervision, while simultaneously minimizing attendance-data manipulation through automatic integration with performance allowance deductions. From the perspective of *Fiqh Siyasah Tanfidziyyah*, this policy reflects the responsibility of Ulil Amri in realizing the principles of trustworthiness (*amanah*), justice (*'adl*), and public welfare (*masalah 'ammah*) in governmental governance. In addition, the absence of serious disciplinary violations within the Inspectorate indicates that the institution has optimally carried out its exemplary function (role model) before supervising other Regional Apparatus Organizations (OPDs).

This study also found that the disciplinary enforcement approach within the Inspectorate places greater emphasis on developmental aspects through tiered warnings rather than mere punishment. This approach is in line with the concept of *ta'zir* in Islamic law, which aims to improve the behavior of civil servants through educational and humane methods. Therefore, the integration between a strict digital system and a persuasive developmental pattern becomes a disciplinary enforcement model that is not only administratively legitimate, but also possesses moral legitimacy and Islamic sharia values in realizing a professional, integrity-based bureaucracy oriented toward public service.

As a follow-up to the findings of this study, the Bandar Lampung City Government is expected to continue strengthening the ASN disciplinary supervision system through optimizing the “Siger” application accompanied by a developmental approach based on the values of *Fiqh Siyasah Tanfidziyyah*, so that disciplinary enforcement is not only oriented toward administrative compliance, but also toward the formation of integrity, trustworthiness (*amanah*), and the moral responsibility of civil servants in providing public services.

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