

# **PERLINDUNGAN HUKUM PNS TERHADAP PENGENAAN SANKSI DISIPLIN PNS (Studi Kasus Kota Surabaya)**

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**LEGAL PROTECTION; DISCIPLINE**

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## **ABSTRACT**

In carrying out the duties of Government, Civil Servants as state servants and public servants to realize the State Apparatus clean and respectable so that civil servants will create a professional and reliable performers. If civil servants are not professional then it will affect the performance. Formulation of the problem of this study: (1) How can legal protection for civil servants who have disciplinary sanctions from the Mayor of Surabaya, (2) What is the remedy for civil servants who have disciplinary sanctions from the Mayor of Surabaya. The purpose of this study was to to analyze and explain the legal protection and remedies for civil servants who have disciplinary sanctions from the Mayor of Surabaya. The research method used in the writing of this thesis is to answer the empirical juridical problems and achieve the objectives of this study. Research the law called the sociological study of law in action/action (law in action). So called because the research involves a reciprocal relationship between law and other social institutions, so it is a social study of non-doctrinal, empirical, that is based on data that occur in the field. The conclusion from this study: (1) Legal protection for civil servants get disciplinary sanctions from the Mayor of Surabaya is the protection of preventive law is the protection afforded by the government with a view to preventing violations before they occur and repressive legal protection is the protection of the final form of sanctions such as fines, imprisonment and punishment. (2) The efforts of law for civil servants who have disciplinary sanctions from the Mayor of Surabaya that is, through the Administrative Appeals to the Personnel Advisory Board and through the State Administrative Court. Suggestions from this study that any disciplinary sanctions are civil servants through the inspection process and the existence of legal protection for civil servants.

Key words : Legal Protection, Civil, Discipline