

Analysis of the Effectiveness of Divorce Procedures for Government Employees with Employment Agreements in Parepare City: *Siyasah Idariyah's Perspective*

A.Nurgasmin

andinurgsmn@gmail.com

Hasanudin Hasim, M.H

hasnuddinhasim@iainpare.ac.id

Dirga Achmad, M.H

dirgaachmad@iainpare.ac.id

Syafaat Anugrah Pradana

syafaatanugrah@iainpare.ac.id

Institut Agama Islam Negeri Parepare

Abstract

This study is motivated by the lack of clarity in administrative regulations regarding divorce procedures for Government Employees with Work Agreements (PPPK), as existing regulations are more focused on Civil Servants (PNS), resulting in normative and practical ambiguities. This study aims to analyze the effectiveness of divorce procedures for PPPK in Parepare City by assessing the conformity between regulations and administrative practices implemented by the regional Personal and Human Resource Development Agency (BKPSDMD). This research is a qualitative study with a normative-empirical approach. Data were obtained from primary sources through interviews and observations, as well as secondary sources in the form of laws and regulations and related documents. Data collection techniques were carried out through observation, interviews, and documentation, then analyzed qualitatively. The results show that the divorce procedures for PPPK have been implemented through administrative mechanisms with the role of BKPSDMD as the institution providing recommendations for divorce permits. The process generally takes about one month, although there are still obstacles in the form of administrative completeness and mediation processes. Thus, the effectiveness of PPPK divorce procedures is not only determined by administrative aspects, but also by legal certainty and the value of public benefit from the perspective of siyasah idariyah.

Keywords: Divorce Procedure, PPPK, Siyasah Idariyah

Abstrak

Penelitian ini dilatarbelakangi oleh belum jelasnya pengaturan administratif mengenai prosedur perceraian bagi Pegawai Pemerintah dengan Perjanjian Kerja (PPPK), karena regulasi yang ada lebih berfokus pada Pegawai Negeri

Sipil (PNS), sehingga menimbulkan ketidakjelasan secara normatif dan praktis. Penelitian ini bertujuan untuk menganalisis efektivitas prosedur perceraian PPPK di Kota Parepare dengan menilai kesesuaian antara regulasi dan praktik administratif oleh Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Daerah (BKPSDMD). Penelitian ini merupakan penelitian kualitatif dengan pendekatan normatif-empiris. Data diperoleh dari sumber primer melalui observasi, wawancara, dan dokumentasi, kemudian dianalisis secara kualitatif. Hasil penelitian menunjukkan bahwa prosedur perceraian PPPK telah dilaksanakan melalui mekanisme administratif dengan peran BKPSDMD sebagai pemberi rekomendasi izin perceraian. Proses tersebut umumnya berlangsung sekitar satu bulan, namun masih terdapat kendala berupa kelengkapan administrasi dan proses mediasi. Dengan demikian, proses perceraian PPPK tidak hanya ditentukan oleh aspek administratif, tetapi juga oleh kepastian hukum dan nilai kemaslahatan dalam perspektif siyasah idariyah.

Kata Kunci: Prosedur Perceraian, PPPK, Siyasah Idariyah

A. Introduction

Indonesia is a country of law that guarantees human rights, including the right to marry as stipulated in Article 1 paragraph (3) of the 1945 Constitution of the Republic of Indonesia.¹ The regulation of marriage and divorce is regulated through Law Number 1 of 1974 jo. Government Regulation Number 9 of 1975,² and strengthened through the Compilation of Islamic Law (KHI) which is a reference in the settlement of family cases in the Religious Court.³

Divorce not only has a personal, but also administrative, impact on civil servants, such as changes in status and employment rights. In the ASN system, the difference in status between civil servants and PPPK also affects administrative arrangements, including divorce procedures.⁴ The main problem in this study is that there is no special regulation regarding the PPPK

¹ Iin Mutmainnah Hasanuddin Hasim, Indah Fitriani Sukri, Rustam Magun Pikhulan, "Elimination of the Marriage Age Limit Rule in the Indonesian Hukum System," *Sultan Journal* 1, no. 1 (2022): hlm. 44.

² Indah Sari, Suzanalisa Suzanalisa, and Nuraini Zachman, "Implementation of the Implementation of Article 3 and Article 8 of Government Regulation Number 10 of 1983 Jo Government Regulation Number 45 of 1990 for Civil Servants Divorced in Tebo Regency," *Legality: Legal Journal* 16, no. 1 (July 12, 2024): hlm. 56. <https://doi.org/10.33087/legalitas.v16i1.593>.

³ Nurhayati Hasan, "The Effectiveness of Superiors' Permission in the Divorce of State Civil Apparatus in the Jurisdiction of the Limboto Religious Court," *AL-Jauhari Scientific Journal: Journal of Islamic and Interdisciplinary Studies* 3, no. 2 (2019): hlm. 85. <https://doi.org/10.30603/jiaj.v3i2.613>.

⁴ Mia Ramadhania, "Legal Implications and Impacts for State Civil Apparatus Employees in the Case of Siri Marriage," *Journal of Indonesian Impressions* 4, no. 6 (2025): hlm. 77.

divorce procedure.⁵ So that it creates legal uncertainty in administrative practice.⁶

In the regional context, the Parepare City BKPSDMD plays a role in managing the administration of ASN divorce through the licensing mechanism.⁷ However, in practice, there are still inconsistencies between regulations and administrative implementation, especially in terms of procedures and completion times. From the perspective of Islamic law, divorce is a legal event that must be regulated to maintain a balance between religious norms and the social order.⁸

From the perspective of *siyasah idariyah*, the management of state administration emphasizes the value of justice, benefits, and trust, so that the divorce policy for PPPK needs to be implemented proportionately.⁹ Administrative procedures are seen as an effort to maintain social interests and the protection of individual rights in a balanced manner.¹⁰

This research has novelty because it examines the PPPK divorce procedure that has not been specifically regulated in personnel regulations, and analyzes it as a government administrative practice from the perspective of *siyasah idariyah*. This study focuses on analyzing the effectiveness of the PPPK divorce process in Parepare City by assessing the suitability between regulations and administrative practices, and examining them from the perspective of *siyasah idariyah*.

B. Research Methods

This research is a qualitative research with a normative-empirical approach. This approach is used to examine legal provisions related to ASN divorce and analyze its application in personnel administration practices in the Parepare City BKPSDMD. The data source consists of primary data and

⁵ Rike Anggun Artisa, "Government Employees with Employment Agreements (PPPK)," *Journal of Development and Public Policy* 06, no. 01 (2015): hlm. 42.

⁶ Asla Eva Setya, "The Implementation of Government Regulation Number 45 of 1990 concerning Civil Servant Divorce Permits in the Regional Government of North Barito Regency" 8, no. November (2025): hlm. 24.

⁷ Andi Tenry A Sinta, "Judges' Considerations in Deciding Divorce Cases for State Civil Apparatus Without a License from the Perspective of Maslahah Theory of the Case Study of the Parepare Religious Court," 2024, hlm. 57.

⁸ H. Syafa'at Anugrah Pradana Mawaddah, Sudirman L, "Harmonization of Islamic and Customary Law on Dowry and Pana'i Money in the Perspective of Islamic Law Anthropology," *Hukamaa Journal* 3, no. 3 (2025): hlm. 12.

⁹ Sahrina, "Juridical Review of the Granting of Divorce Permits for Civil Servants within the Scope of the Sidenrenng Regency Government Rappang Perspective of *Siyasah Idarriyyah*" (2024). hlm. 56.

¹⁰ Akhmad Zaki Yamani et al., "The Implementation of Fiqh *Siyasah* Values in Public Policy in Islamic Countries" 15, no. 1 (2025): hlm. 12. <https://doi.org/10.8734/Tashdiq.v1i2.365>.

Analysis of the Effectiveness...

A.Nurgasmin et al.

secondary data. Primary data was obtained through interviews and observations at the Parepare City BKPSDMD, while secondary data was in the form of laws and regulations, scientific literature, and official documents related to ASN divorce procedures. Data collection techniques are carried out through observation, interviews and documentation. Observation is used to look at the administrative process, interviews to obtain information related to mechanisms and constraints, and documentation to complete administrative data. Data analysis is carried out qualitatively through the stages of data reduction, data presentation, and conclusion drawn. This analysis is used to assess the effectiveness of the PPPK divorce procedure based on aspects of legal certainty, procedural clarity, and administrative practice, which is further studied from the perspective of *siyasah idariyah*.

C. Discussion and Research Results

Arrangement and Mechanism of Divorce Procedures for PPPK in Parepare City

The Parepare City BKPSDMD plays a strategic role in managing civil servant affairs, including handling divorce cases for PPPK. ASN are required to report any change in marital status to their supervisor for processing in the personnel system.¹¹ which includes document verification, data updates, and adjustment of rights such as family allowances.¹² The process involves reporting, verification of Religious Court documents, system updates, and, if needed, guidance or assistance. Although divorce is a personal matter, BKPSDMD ensures it does not negatively affect ASN performance and integrity.¹³








The results of an interview with one of the BKPSDMD parties showed that the mechanism for implementing the PPPK divorce procedure in Parepare City was carried out by assessing the legal reasons for divorce, the impact on the performance and integrity of ASN, as well as the peace efforts that have been carried out in stages in the original work unit. The mechanism shows that divorce is not only seen as a personal matter, but also as part of the governance of personnel administration that must be systematically controlled.

¹¹ Juliana Somibeda Lamadokend, "The Function of BKPSDM in Mediating the Divorce Process in the Tana Tidung Regency Government" 1, no. 2 (2022): hlm. 49. <https://doi.org/10.33830/antroposen.v1i2.3661>.

¹² BKPSDMD Parepare City. (2023). *Annual report on employee development and welfare*. Source: BKPSDMD.

¹³ Muhammad Akbar, "Superior's Permission in the Divorce of Civil Servants (Case Study of BKPSDMD Parepare City)" (2024). hlm. 82.

Table 1. SOP for Divorce Permits for Civil Servants and PPPK at BKPSDMD Parepare City

NO.	PROCEDURE DESCRIPTION	IMPLEMENTER								RAW QUALITY			KET.
		CITY HALL	REGIONAL SECRETARY	GENERAL ADMINISTRATIVE ASSISTANT	BODY HEAD	SECRETARY OF AGENCY	HEAD OF FIELD	INSPECTION TEAMA	EXECUTOR / JF	FITTINGS	TIME	OUTPUT	
1	Accept written submissions related to complaints/applications for divorce permits									Application Documents	1 day	Application Documents Accepted	SOP for Acceptance of Incoming Letters
2	Instruct the Head of Division to carry out a follow-up process related to the application for a divorce permit									Application documents, disposition of directives	15 minutes	Application Documents accepted, Disposition of Instructions	
3	Receive the disposition of the direction of the Head of BKPSDMD and forward it to the Technical Manager for follow-up									Application Documents, Disposition of Directives	Related	Application Documents accepted, Disposition of Instructions	
4	Analyze Application Documents, Prepare Examination Preparation Documents and Collect the necessary data									Application Documents, Disposition of Directives	1 day	Availability of Examination Materials, Formation of Examination Team, Availability of Summons I, II, III and Letter of Implementation of Conducting Examinations	
5	Sending a summons to the person concerned, Summons I counted selama 7 hari. Jika ybs tidakhadir called II and III									Examination Summons Letter	1 day	Summons Letter Sent and Attendance Confirmation guna Examination	
6	Conducting the examination stage of civil servants / Applicants who apply for Divorce									Examination Materials, Summons Letter I, II, III, Letter of Implementation	Related	Draft Minutes of Audit Results	

Analysis of the Effectiveness...

A.Nurgasmin et al.

	Permits									of Conducting Examination			
7	Making a Draft Audit Report (BAP) and Draft Audit Results Report (LHP)									Draft Minutes of Audit Results	15 minutes	Availability of the Concept of Audit Minutes and Audit Report Concepts	
8	The Audit Team examines the Concept of the Audit Report and the Draft Audit Report and signs it if it is appropriate									Concept of Audit Minutes and Audit Report Concept	30 Minutes	Availability of Examination Minutes and Examination Results Reports, Memorandum of Consideration of Official Manuscripts	
9	Examine and sign the Memorandum of Submission of Official Papers and examine the Draft Decree of Divorce Permit. If approved, provide a paragraph and forward it to the Inspection Team for Signing and Coordination Paragraphing. If not agree return to the JF/Executor for diperbaiki.									Examination Minutes and Examination Results Report, Memorandum of Consideration of Official Manuscripts and Divorce Permit Decree	15 minutes	signed the Minutes of Examination and Report of the Results of the Examination, the Memorandum of Consideration of the Official Manuscript and the caption of the Decree on the Granting of Divorce Permits	
10	Researching and processing the Divorce Permit Decree. If approved, give a paragraph and forward it to the Mayor If it is not approved, return it to the Head of the Agency for improvement.									The Memorandum of Submission has been signed the Draft Decree of Divorce Permission has been examined and paraphrased	30 Minutes	The Divorce Permit Decree has been examined and paraphrased	
11	Signing the Civil Servant Divorce Permit Decree									The Divorce Permit Decree has been examined and paraphrased	10 Minutes	Divorce Decree Has Been Signed	
12	Forwarding the Civil Servant Divorce Permit Decree to the Secretary for documentation									Divorce Decree has been signed, Disposition of Directive	5 Minutes	Divorce Decree has been signed, Disposition of Directive	
13	Documenting and distributing the Civil Servant Divorce Permit Decree to the relevant person and the relevant Regional Apparatus									Divorce Decree has been signed, Register of Decision Letter, Stamp Signed Document, Receipt	10 Minutes	The Decree of Divorce Permit has been signed, documented and distributed	

In addition, the function of granting divorce permits for PPPK is basically directed to maintain orderly personnel administration. This mechanism is needed so that changes in marital status can be updated accurately in the agency's administrative system, so that the consistency of data in the personnel information system is maintained, as well as providing legal certainty for employees regarding the rights and obligations attached to marital status. In practice, even though normatively the regulation regarding divorce permits is intended for civil servants, BKPSDMD still processes PPPK divorce permit applications by referring to the provisions that apply to ASN in general through a legal analogy approach based on the principle of ASN corps unity.¹⁴

Table.2 Number of Civil Servants and PPPK Who Received a Divorce Permit Decree from the Parepare City BKPSDMD

No.	Year	Number (People)	
		PNS	PPPK
1.	2024	14	0
2.	2025	11	1

Data shows that in 2024 there will be no PPPK divorce cases, while in 2025 there will only be one PPPK divorce case. Thus, the number of PPPK divorces in that period is very low and shows that the phenomenon of divorce among PPPK is still very limited.¹⁵

Thus, the mechanism of the PPPK divorce procedure in Parepare City has run through a structured and integrated personnel administration governance system, starting from internal audits, the preparation of Minutes of Audit Results (BAP) and Audit Results Reports (LHP), to the issuance of decisions by the Personnel Supervisory Officer, thus showing that administrative procedures have been carried out systematically even though

¹⁴ Andi Muhammad, Ridha Rahmatullah, and Nur Azizah, "Implementation of Government Regulation No. 45 of 1990 concerning Divorce Permits for Civil Servants (PNS) at the Maros Religious Court Class 1B" 04, no. 2 (2023): hlm. 82.

¹⁵ "Recap of the Decree (Sk) for Divorce Permits for Asn Scope of the Parepare City Government," 2025.

Analysis of the Effectiveness...

A.Nurgasmin et al.

there are no special arrangements that are explicitly regulates PPPK, so in practice it still refers to the provisions that apply to ASN in general.¹⁶

Effectiveness of the Implementation of Divorce Procedures for PPPK in Parepare City

In assessing the effectiveness of a legal policy, Soerjono Soekanto stated that the success of legal implementation cannot be seen solely from the existence or formality of regulations.¹⁷ The assessment must consider five main interrelated factors. The five factors include: (1) the legal factors themselves, which are related to the quality and clarity of the governing norms; (2) law enforcement factors, namely officials who play a role in implementing and enforcing legal provisions; (3) facility factors, which include the availability of facilities and infrastructure that support the implementation of the law; (4) community factors as the subject as well as recipients of the enactment of the law; and (5) cultural factors, which include social values that affect the acceptance and application of the law in people's lives.¹⁸

The legal factor in the implementation of divorce procedures for PPPK in Parepare City shows that the legal basis used still refers to the provisions that apply to civil servants, because there is no special regulation that directly regulates PPPK. However, BKPSDMD applies a legal analogy approach by using the regulation as a reference because PPPK is part of the ASN corps as stipulated in Law Number 20 of 2023.¹⁹

The law enforcement factor can be seen from the role of the BKPSDMD as an implementing officer who has the authority to conduct examinations and provide recommendations related to divorce permits, where a thorough examination is carried out on every application submitted, and provides space for objections for PPPK through administrative mechanisms. The existence of an objection submission mechanism shows that the apparatus is not

¹⁶ Lamadokend, "The Function of BKPSDM in Mediating the Divorce Process in the Tana Tidung Regency Government."

¹⁷ andhena Wisnu Wardana, "The Process of Implementing Mediation in Divorce Cases by M2c Mediators (Maliki Mediation Center) Perspectives on the Effectiveness of Soerjono Soekanto's Law" (Maulana Malik Ibrahim State Islamic University Malang, 2025). Hlm. 46.

¹⁸ Ahmad Wildan Rofrofil Akmal, "Legal Problematics of Article 8 of Government Regulation Number 45 of 1990 concerning the Distribution of Post-Divorce Salaries of Civil Servants from the Perspective of Legal Effectiveness of Soerjono Soekanto (Study of the Bojonegoro Religious Court Class 1A)" (Maulana Malik Ibrahim State Islamic University, Malang, 2025). Hlm. 71.

¹⁹ Zulfatun Ni'mah, "The Effectiveness of Law Enforcement on the Elimination of Domestic Violence," *Journal of the Law Pulpit* 24, no. 1 (2022): hlm.186.

Analysis of the Effectiveness...

A.Nurgasmin et al.

authoritarian, but gives an opportunity to employees to submit a rebuttal if they feel that their application has not been accepted.²⁰

The factors of facilities and facilities are reflected in the existence of SOPs that contain the examination process, preparation of BAP and LHP as part of administrative documentation that shows that supporting facilities are available and running well in supporting the implementation of divorce procedures. Through the SOPs, there are clear guidelines for ASN, including PPPK, in applying for divorce permits. With a well-managed personnel administration system, the examination process to the issuance of divorce permits can run in an orderly and smooth manner.²¹

The community factor in the implementation of divorce procedures for PPPK shows that the existing mechanism provides space for PPPK to submit applications and submit objections through established administrative procedures. The level of PPPK compliance in applying for a divorce permit is one of the important indicators to assess the effectiveness of the implementation of the policy. If ASN complies with administrative procedures through BKPSDMD, then community factors will help support the achievement of policy goals effectively, even though the number of PPPK divorce cases is still relatively low.²²

Cultural factors are reflected in the application of mediation as the last resort (*ultimum remedium*) before a divorce permit is granted, which shows that the procedure is not only oriented to administrative aspects but also considers social and moral values in maintaining the integrity of the ASN household.

Based on these five factors, the implementation of divorce procedures for PPPK in Parepare City shows a tendency to run effectively, which is characterized by the timeliness of the process, the absence of lawsuits to the State Administrative Court (PTUN), and complete administrative documentation.

²⁰ Fadila Hilma Mawaddah and Abdul Haris, "The Implementation of Justice Services for Persons with Disabilities from the Perspective of Soerjono Soekanto's Legal Effectiveness Theory," *Journal Of Family Studies* 6, no. 2 (2022). hlm. 123.

²¹ Kdek Agus Sudiarawan Bereklau Brigitta Maria, "The Implementation of the Theory of Effectiveness on the Implementation of Posbakum Functions at the Denpasar State Administrative Court," *Journal of Kertha Desa* 8, no. 8 (2022). hlm. 72.

²² Ahmad Syakirin Imroatus Sholihah, "The Fulfillment of Women's Rights After Divorce (Study at the Trenggalek Religious Court)," *Journal of Legal Anthology* 4, no. 1 (2024): hlm. 55. <https://doi.org/10.21154/antologihukum.v4i1.3536>.

Siyasah Idariyah's Perspective on Divorce Procedures for PPPK in Parepare City

Siyasah *idariyah* is a branch of siyasah *syar'iyah* which regulates governance based on the principles of justice (al-'adl), benefit (al-maslahah), and trust.²³ However, the application of these principles in practice does not always work ideally. In the context of the PPPK divorce procedure in Parepare City, the absence of special arrangements shows that there is a gap in norms that have the potential to cause legal uncertainty. This condition raises critical questions about the extent to which the administrative practices that are running truly reflect the principles of justice and benefit in the perspective of *siyasah idariyah*.²⁴

The principles of justice and trust in the administration of government are affirmed in the Qur'an.²⁵ Surah An-Nisa affirms that:

وَإِذَا حَكَمْتُمْ بَيْنَ النَّاسِ أَنْ تَحْكُمُوا بِالْعَدْلِ^{٢٥}

Meaning: "When you establish the law among men, you shall establish it justly."
(Q.S. An-Nisa': 58)

The verse emphasizes that every policy and administrative decision must be based on justice. In the practice of PPPK divorce procedures in Parepare City, this principle is reflected through the process of examining the application, verifying documents, and providing space for the applicant to submit the reason for the divorce. However, the absence of special regulations for PPPK causes assessment standards to still depend on analogies to the provisions of civil servants, so that it has the potential to cause inconsistencies in the application of administrative justice.²⁶

In addition, from the perspective of *siyasah idariyah*, public policies must be directed to realize benefits. The procedure for granting divorce permits for PPPK is basically intended to maintain administrative order and prevent negative impacts on the performance and integrity of ASN. This shows that there are efforts to protect the interests of institutions and society.

²³ Eryck and Ahmad Hasan Yulianto, "The Concept of Fiqh Siyasah in Government Regulation Number 10 of 1983 Jo Number 45 of 1990 concerning Marriage and Divorce Permits for Civil Servants," *Journal of Law and Social* 1, no. 2 (2023): hlm. 189.

²⁴ Kiki Vita Apriani, "Public Services at the Bengkulu City Occupation and Civil Registration Office during the Covid-19 Pandemic Siyasah Idariyah Perspective" (2022). hlm. 29.

²⁵ Fadilla Amalia, "Electronic-Based Government System Governance Services Based on Mayor Regulation No. 8 of 2023 Malang City Perspektif Siyasah Idariyyah," no. February (2024): hlm. 6.

²⁶ Mohamad Bagas Rio R, "A Review of Fiqh Siyasah on Judicial Institutions in Indonesia," *Cakrawala: Journal of Islamic Education Management and Social Studies* 5, no. 2 (2022): hlm. 59. <https://doi.org/10.33507/cakrawala.v5i2.371>.

Analysis of the Effectiveness...

A.Nurgasmin et al.

However, the dominant administrative approach also has the potential to ignore the aspect of protecting individual rights if it is not balanced with clear and measurable policies.²⁷

The principle of trust in the administration of government also requires transparency and accountability in every administrative process. In practice at the Parepare City BKPSDMD, transparency can be seen from the clear procedural stages, examinations of both parties, and collective decision-making through the inspection team. This shows that the existing mechanism has led to the principle of trust, although it has not been fully supported by specific regulations. However, without a specific regulatory basis, such accountability still depends on internal policies, so it has the potential to cause differences in implementation.²⁸

Thus, the implementation of divorce procedures for PPPK in Parepare City can be considered to have reflected the principles of *siyasah idariyah* in the aspects of justice, benefits, and trust. However, the implementation is not fully optimal because there are still limitations in the aspect of legal certainty due to the lack of a special regulation that explicitly regulates PPPK. Therefore, it is necessary to strengthen administrative regulations so that the practice that runs is not only bureaucratically effective, but also in harmony with the principles of justice and benefit in the perspective of *siyasah idariyah*.

D. Conclusion

The PPPK divorce procedure in Parepare City is carried out through a systematic personnel administration mechanism by referring to the provisions of civil servants through a legal analogy approach. Its implementation is classified as effective in terms of procedures, time, and administration, but it is not fully optimal because there is no special regulation that regulates PPPK, causing limitations in legal certainty. From the perspective of *siyasah idariyah*, this practice has reflected the principles of justice, benefit, and trust, but still requires strengthening regulations to be consistent and provide clear legal certainty.

References

Ahmad Wildan Rofrofil Akmal. "Legal Problematics of Article 8 of Government Regulation Number 45 of 1990 concerning the Distribution of Post-Divorce Salaries of Civil Servants: Perspectives on the Effectiveness of

²⁷ Nanda Herijal Putra, "Public Administration in an Islamic Perspective: A Study on the System of Government of Umar Bin Khattab," *Journal of Islamic Constitutional Law and Politics* 8, no. 2 (2022): hlm. 16.

²⁸ Lilis Handayani, "Divorce Procedures Reviewed Based on Fiqh Law and Positive Law," *Journal of Legal and Cultural Analytics* 1, no. 1 (2022): hlm. 15. <https://doi.org/10.55927/jlca.v1i1.897>.

Analysis of the Effectiveness...

A.Nurgasmin et al.

- Soerjono Soekanto's Law (Study of the Bojonegoro Religious Court Class 1A)." Maulana Malik Ibrahim State Islamic University Malang, 2025.
- Akbar, Muhammad. "Superior's Permission in Civil Servant Divorce (Case Study of Parepare City BKPSDMD)," 2024.
- Amalia, Fadilla. "Electronic-Based Government System Governance Services Based on Mayor Regulation No. 8 of 2023 Malang City Persiktif Siyasa Idariyyah," no. February (2024): p. 6.
- Apriani, Kiki Vita. "Public Services at the Bengkulu City Occupation and Civil Registration Office during the Covid-19 Pandemic Siyasa Idariyah Perspective," 2022.
- Artist, Rike Anggun. "Government Employees with Employment Agreements (PPPK)." *Journal of Development and Public Policy* 06, no. 01 (2015): p. 42.
- Bereklaou Brigitta Maria, Kdek Agus Sudiarawan. "Implementation of the Theory of Effectiveness on the Implementation of the Posbakum Function at the Denpasar State Administrative Court." *Journal of Kertha Desa* 8, no. 8 (2022).
- Be prepared, Lily. "Divorce procedures are reviewed based on fiqh law and positive law." *Journal of Legal and Cultural Analytics* 1, no. 1 (2022): p. 15. <https://doi.org/10.55927/jlca.v1i1.897>.
- Hasan, Nurhayati. "The Effectiveness of Superiors' Permits in the Divorce of State Civil Apparatus in the Jurisdiction of the Limboto Religious Court." *AL-Jauhari Scientific Journal: Journal of Islamic and Interdisciplinary Studies* 3, no. 2 (2019): p. 85. <https://doi.org/10.30603/jiaj.v3i2.613>.
- Hasanuddin Hasim, Indah Fitriani Sukri, Rustam Magun Pikhulan, Iin Mutmainnah. "Abolition of the Marriage Age Limit Rule in the Indonesian Hukum System." *Journal of Sultan* 1, no. 1 (2022): p. 44.
- Imroatus Sholihah, Ahmad Syakirin. "Fulfillment of Women's Rights After Divorce (Study at the Trenggalek Religious Court)." *Journal of Legal Anthology* 4, no. 1 (2024): p. 55. <https://doi.org/10.21154/antologihukum.v4i1.3536>.
- Lamadokend, Juliana Somibeda. "The Function of BKPSDM in Mediating the Divorce Process in the Tana Tidung Regency Government" 1, no. 2 (2022): p. 49. <https://doi.org/10.33830/antroposen.v1i2.3661>.
- Mawaddah, Sudirman L, H. Syafa'at Anugrah Pradana. "Harmonization of Islamic Law and Customary Regarding Dowry and Pana'i Money in the Perspective of Islamic Law Anthropology." *Journal of Psychology* 3, no. 3 (2025): p. 12.

Analysis of the Effectiveness...

A.Nurgasmin et al.

- Mawaddah, Fadila Hilma, and Abdul Haris. "Implementation of Judicial Services for Persons with Disabilities from the Perspective of Soerjono Soekanto's Legal Effectiveness Theory." *Journal Of Family Studies* 6, no. 2 (2022).
- Muhammad, Andi, Ridha Rahmatullah, and Nur Azizah. "Implementation of Government Regulation No. 45 of 1990 concerning Divorce Permits for Civil Servants (PNS) at the Maros Religious Court Class 1B" 04, no. 2 (2023): p. 82.
- Ni'mah, Zulfatun. "Effectiveness of Law Enforcement on the Elimination of Domestic Violence." *Journal of the Law Pulpit* 24, no. 1 (2022): p. 186.
- Son, Nanda Herijal. "Public Administration in an Islamic Perspective: A Study on the System of Government of Umar Bin Khattab." *Journal of Islamic Constitutional Law and Politics* 8, no. 2 (2022): p. 16.
- Ramadhania, Mia. "Legal Implications and Impacts for State Civil Apparatus Employees in the Case of Siri Marriage." *Indonesian Journal of Impressions* 4, no. 6 (2025): p. 77.
- "Recap of the Decree (Sk) for Divorce Permits for Asn Scope of the Parepare City Government," 2025.
- Rio R, Mohamad Bagas. "A Review of Fiqh Siyasah on Judicial Institutions in Indonesia." *Cakrawala: Journal of Islamic Education Management and Social Studies* 5, no. 2 (2022): p. 59. <https://doi.org/10.33507/cakrawala.v5i2.371>.
- Sahrina. "Juridical Review of the Granting of Divorce Permits for Civil Servants within the Scope of the Sidenrenng Regency Government Rappang Siyasah Idarriyyah Perspective," 2024.
- Sari, Indah, Suzanalisa Suzanalisa, and Nuraini Zachman. "Implementation of Article 3 and Article 8 of Government Regulation Number 10 of 1983 Jo Government Regulation Number 45 of 1990 for Civil Servants Who Divorce in Tebo Regency." *Legality: Legal Journal* 16, no. 1 (July 12, 2024): p. 56. <https://doi.org/10.33087/legalitas.v16i1.593>.
- Faithful, Asla Eva. "Implementation of Government Regulation Number 45 of 1990 concerning Civil Servant Divorce Permits in the Regional Government of North Barito Regency" 8, no. November (2025): p. 24.
- Sinta, Andi Tenry A. "Pertimbangan Hakim Dalam Memutuskan Perkara Perceraian Bagi Aparatur Sipil Negara Tanpa Surat Izin Atasan Perspektif Teori Masalahah Studi Kasus Pengadilan Agama Parepare," 2024, hlm. 57.
- Wardana, Andhena Vishnu. "The Process of Implementing Mediation in Divorce Cases by M2c Mediators (Maliki Mediation Center)

Analysis of the Effectiveness...

A.Nurgasmin et al.

Perspectives on the Legal Effectiveness of Soerjono Soekanto." Maulana Malik Ibrahim State Islamic University Malang, 2025.

Yamani, Akhmad Zaki, Study Program, Administrative Law, Fiqh Siyasah, Public Policy, Islamic Government, and Islamic Politics. "The Implementation of Fiqh Siyasah Values in Public Policy in Islamic Countries" 15, no. 1 (2025): p. 12. <https://doi.org/10.8734/Tashdiq.v1i2.365>.

Yulianto, Eryck and Ahmad Hasan. "The concept of fiqh siyasah in Government Regulation Number 10 of 1983 Jo Number 45 of 1990 concerning Marriage and Divorce Permits for Civil Servants." *Journal of Law and Social* 1, no. 2 (2023): p. 189.