PENGARUH SISTEM KEHADIRAN ONLINE E-PRESENCE TERHADAP DISIPLIN DAN KINERJA PEGAWAI DI INSPEKTORAT PROVINSI JAWA TIMUR

THE INFLUENCE OF THE E-PRESENCE ONLINE ATTENDANCE SYSTEM ON EMPLOYEE DISCIPLINE AND PERFORMANCE AT THE INSPECTORATE OF EAST JAVA PROVINCE

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ABSTRACT
Agencies in the current era of globalization are required to be able to adapt to an environment with relatively rapid changes that are uncontrollable and face increasingly competitive competition. The aim of this research is to test, prove and analyze the influence of online attendance systems on work discipline and employee performance. This research uses primary data in the form of distributed questionnaire data. The sample used was 50 respondents, sampling criteria were used. The analysis used in this research is SEM analysis. Based on the research results, it can be concluded that the online attendance system variable has an effect on work discipline, the online attendance system variable has an effect on employee performance, the online attendance system variable has a significant effect on employee performance with work discipline as mediation. Thus, the delivery and suggestions, namely the implementation of an online attendance system, can potentially increase the level of employee discipline, due to more effective monitoring of attendance and absence. This system can make a positive contribution to employee performance by providing accurate data on whereabouts, enabling management to plan and optimize task assignments.
Keywords: Time Management, Stress, Performance

INTRODUCTION

Bureaucracy is a regulation that is related to people's lives. Bureaucracy also means an orderly management of work carried out by government employees. Apart from that, bureaucrats in carrying out their duties and authority must be based on knowledge and awareness of the law. Bureaucracy is characterized by regulations that must be obeyed, employees are related to discipline, employees are promoted. It is a technical requirement that is based on regulations, where work and personal matters are separated by a rule. To obtain employees who are disciplined, have sensitivity to their surroundings, have high levels of solidarity, and are aware of their responsibilities, which are elements for making employees part of bureaucratic reform in order to improve the performance and performance of

government agencies towards professionalism that supports the creation of good government/ Good Governance. Discipline is needed to improve employee performance and performance. Discipline is a very important function in the field of human resource management because high discipline will produce good employee character and punctuality and further increase the achievements produced by employees (Arifin, 2019).

The level of employee discipline can be determined through attendance records. An agency needs an attendance system that can record and accumulate attendance. This system is one way to improve employee discipline that can be applied by a government agency. An attendance system implemented by government agencies has many types or variations, including a manual system

which has a weakness, namely manipulation in it which ultimately results in a violation of employee work rules and makes it difficult for a leader to make a decision. In government, the rules that bind Civil Servants are regulated in Government Regulation of the Republic of Indonesia Number 94 of 2021 concerning Civil Servant Discipline which regulates the obligations and prohibitions that must be carried out by civil servants. Disciplinary problems are something that needs to be resolved in creating a good governance environment.

In the development of existing information technology, it has had positive benefits for agencies where it has the effect of minimizing the occurrence of violations of employee discipline. The government has created an online attendance system which aims to reduce manipulation or fraud in employee attendance levels. According to East Java Governor Regulation Number 81 of 2020 concerning One Data for East Java Province which regulates the use of One Data technology within the East Java Provincial Government, this is one of the East Java Provincial Government's efforts to develop electronic-based government administration that can increase efficiency. and quality in community services. Having a system that can be accessed anywhere increases employee discipline in their main job in coming and going home (Fauzi, 2017).

Information technology in government agencies also supports work efficiency. The meaning of effectiveness is the level to which a system achieves useful results (Tangkilisan, 2005: 138). Therefore, in order to improve work discipline, the East Java Provincial Inspectorate employees have implemented an online attendance called e-presence. Online attendance is carried out using an Android or iOS based smartphone by downloading from Playstore or Applestore.The use of the e-presence application within the East Java Province Inspectorate has been implemented since 2019 and is running

until now. Where every employee is required to be absent within the time limit and location determined by the application. Office entry hours for the East Java Provincial Government are regulated in East Java Governor Regulation Number 19 of 2022 concerning Working Days and Working Hours within the East Java Provincial Government. The East Java Provincial Government's working hours are determined no later than 08.00 WIB when entering the office and leaving the office at 16.00 WIB, however there is a difference in the entry time on Friday, namely 07.30 WIB. With online attendance, it can increase employee discipline in terms of time because the current reality shows the low level of discipline in civil servants, work discipline is a condition or energy that moves employees in a directed or purposeful manner to achieve the agency's organizational goals (Sundjoto, 2017).

E-Presence can provide changes to the bureaucratic system of the East Java provincial government for the better, with the use of technology that can realize good governance. This is based on accuracy in recording employee working time. Apart from that, accurate absenteeism reports can help decision makers, in this case the leadership in a government agency, to give appropriate punishment to employees who lack discipline by receiving compensation deductions according to the time they are late. In The implementation of online attendance at the East Java Provincial Inspectorate saw from several indicators that there were obstacles, namely the ability to adapt to the application. Out of a total of 160 employees, there were around 20 employees who had difficulty adapting at the beginning of implementing the e-presence application as an online attendance used by the Java Provincial Government. East. One of the factors is the lack of understanding by East Java Provincial Inspectorate employees regarding the applications used. During the Covid-19 pandemic,

Civil Servants experienced 50% Work from Home (WFH) and 50% Work From Office (WFO) e-presence applications played an important role in fulfilling employee attendance at the East Java Provincial Inspectorate, so that legally the labor government and union workers have no role. in determining policies for providing indirect compensation (Sundjoto, 2017). Additional Income Allowance (TPP) is based on Employee Performance Targets (SKP). Coming from the above background, the author wants to know the effectiveness of implementing e-presence and the resulting impact on employee work discipline at the East Java Provincial Inspectorate. The author raises the research title: "The Influence of the E-Presence Online Attendance System on Employee Discipline and Performance at the Inspectorate of East Java Province".

RESEARCH METHOD
Types of research

This research employs a descriptive research type with a quantitative approach. Quantitative research method, as described by Sugiyono (2019:52), is a method based on positivism philosophy aimed at describing and testing the hypotheses formulated by the researcher. Quantitative research involves a significant amount of numerical data, from data collection and processing to the presentation of results. The type of research used is causal associative research. Causal research aims to determine the influence between two or more variables and also indicates the direction of the relationship between independent and dependent variables.

Location and Time of Research

This research was conducted to examine work discipline and performance of East Java Inspectorate employees. This research was conducted in the Kebraon area in January 2024.

Sampling techniques

The sampling method in this research is nonprobability sampling, that is, elements in the population do not have the same chance of being selected as a sample using a purposive sampling technique. In this technique, researchers choose purposive samples or subjectively aimed samples. This "purposive sample" was chosen because the researcher may have understood that the information needed could be obtained from a particular target group who were able to provide the desired information because they indeed had such information. Researchers determined the East Java Provincial Inspectorate as the research location with 50 employees with ASN status at the East Java Provincial Inspectorate.

Types of Research Data

In this research, the researcher used primary data. Primary data is data that has not been previously collected, collected directly, and gathered solely for investigative purposes (Sugiyono, 2019:111). Primary data was collected directly by the researcher from the research respondents through a research questionnaire (questionnaire) aimed at employees of Inspectorate of East Java. Operational Definition of Research Variables.

Table 1. Operational Definition of Research Variables

Variable Study	Definition	Indicator
Online Attendance System(X)	An online attendance system is a platform or application that allows employees to record and report their attendance electronically. This system uses digital technology to record employee entry and exit times, making it easier for management to monitor and manage absences more efficiently.	1. Productivity 2. Practical 3. Efficient 4. Transparent 5. Security

Variable Study	Definition	Indicator
Work Discipline(Y1)	Work discipline refers to the level of an individual's compliance and compliance with the norms, rules and regulations that apply in the work environment. The level of work discipline reflects the extent to which a person complies with the work schedule, fulfills his responsibilities, and maintains work ethics while working.	1. Time Discipline 2. Regulatory Discipline 3. Discipline of Responsibility
Employee Performance(Y2)	Employee performance refers to the extent to which an employee achieves the work goals set by the organization. Performance evaluation includes aspects of productivity, efficiency, work quality, and positive contribution to achieving organizational goals. Performance appraisals are usually carried out periodically by superiors or managers.	1. Knowledge 2. Skills 3. Ability 4. Behavior 5. Attitude

Measurement Scales

The scale used in this measurement is the Likert scale. To reduce the impact of bias and the occurrence of concentration of data during analysis, the scale used can be seen in the following table:

Table 2. Likert scale

No	Questions	Score
1	Strongly Agree (SS)	1
2	Agree (S)	2
3	Disagree (KS)	3
4	Disagree (TS)	4
5	Strongly Disagree (STS)	5

Data Analysis Techniques

Data analysis was carried out by thePartial Least Square (PLS) method uses SmartPLS software version 3.

Hypothesis testing

Hypothesis testing using analysis*full model structural equation modeling*(SEM) with smartPLS. Infull model structural equation modeling besides confirming the theory, Hypothesis testing is carried out by examining the probability value. For the probability value, the p-value with an alpha of 5% is <0.05. If the p-value is <0.05, the hypothesis is accepted, while if the p-value is >0.05, the hypothesis is rejected.

RESULT AND DISCUSSION

Before conducting hypothesis testing to predict the relational relationship in the structural model, measurement model testing must first be done to verify the indicators and latent variables that can be tested further. The algorithm results can be seen in the form of research model data that displays loading scores (outer loading). Using Smart PLS, the model is then executed. using the PLS Algorithm, the following is the PLS Algorithm display. The value of testing the research hypothesis can be described as shown below:
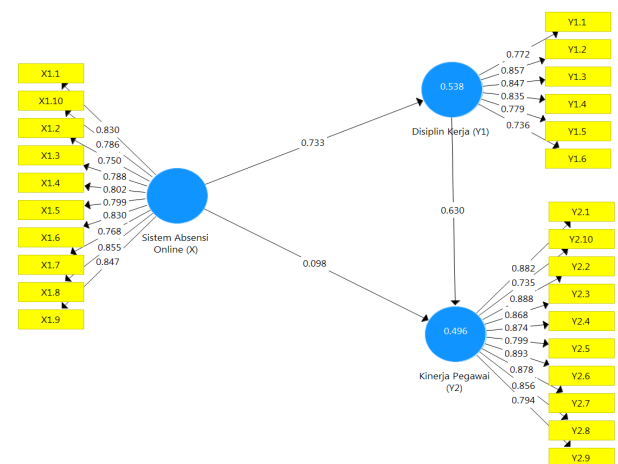
variables "Work ethic, compensation, employee performance, and individual characteristics" have correlation values

above 0.70. However, in the scale development research stage, loading values between 0.50 and 0.60 are still acceptable. The output results from the SmartPLS graph, as shown in Figure 4.1, meet the criteria for convergent validity because all factor loadings are above 0.50.

Convergent validity and the measurement model with reflexive indicators can be assessed through the correlation between indicator scores and their constructs. Indicators are considered reliable if they have

correlation values above 0.7. However, in scale development research, loading values between 0.5 and 0.6 are still acceptable (Ghozali, 2019:40).

The validity test uses Pearson's product-moment correlation with a significance level of 5% ($\alpha = 0.05$). To assess good discriminant validity, the Average Variance Extracted (AVE) values for each construct should be greater than 0.50. Table 3 will present the AVE values for all variables.

Table 3. Validity Test Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Disiplin Kerja (Y1)	0.891	0.893	0.917	0.649
Kinerja Pegawai (Y2)	0.956	0.959	0.962	0.719
Sistem Absensi Online (X)	0.942	0.958	0.949	0.650

Based on Table 3, it can be concluded that all the construct variables meet the validity criteria. This is indicated by the Average Variance Extracted (AVE) values for all construct

variables being above 0.50, as recommended criteria, so the data used in this study is valid.

Table 4. Path Coefficients T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Sistem Absensi Online (X) -> Disiplin Kerja (Y1) -> Kinerja Pegawai (Y2)	0.630	0.595	0.166	3.784	0.000
Sistem Absensi Online (X) -> Disiplin Kerja (Y1)	0.733	0.743	0.073	10.096	0.000
Sistem Absensi Online (X) -> Kinerja Pegawai (Y2)	0.098	0.133	0.126	0.778	0.437

In PLS analysis, statistical testing of each hypothesized relationship is conducted using simulations. In this case, the bootstrap method is applied to the sample. The purpose of testing with bootstrap is also to mitigate issues related to the non-normality of the research data. The results of the bootstrapping analysis within the PLS framework are as follows:
1. Hypothesis 1, which states that the online attendance system has an effect

on work discipline, has proven to be influential. This is because the results of testing hypothesis 1 show that the relationship between the online attendance system variable and work discipline shows a significance value of 0.000. The significance value is smaller than 0.05. This means that the online attendance system has a significant effect on work discipline, thus hypothesis 1 is accepted.
2. Hypothesis 2, which stated that the

online attendance system had an effect on employee performance, was proven to have no effect. This is because the results of testing hypothesis 2 show that the relationship between the online attendance system variable and employee performance shows a significance value of 0.437. The significance value is greater than 0.05. This means that the online attendance system has no significant effect on employee performance, thus hypothesis 2 is rejected.

3. Hypothesis 3, which states that the online attendance system has an effect on employee performance with work discipline as mediation, has proven to be influential. This is because the results of testing hypothesis 3 show that the relationship between the online attendance system variables has a significant effect on employee performance with work discipline as a mediator showing a significance value of 0.000. The significance value is smaller than 0.05. This means that the online attendance system has a significant effect on employee performance with work discipline as mediation, thus hypothesis 3 is accepted.

Table 5. Summary of Hypothesis Testing Results

No	Hypothesis	Results (P-Value)	Information
1.	The Online Attendance System Has A Positive And Significant Influence On Work Discipline.	0,000	Accepted
2.	The Online Attendance System Has A Positive And Significant Influence On Employee Performance.	0,437	Disaccepted
3.	The Online Attendance System Has A Positive And Significant On Influences Employee Performance With Work Discipline As A Mediator.	0,000	Accepted

Based on the results of the tests that have been carried out, the results show that the significance value is 0.000 <0.05, which means that the significance is smaller than 0.05. This test shows that Ho is rejected and Ha is accepted, so it can be concluded that the online attendance system variable has a significant influence on work discipline. In this case, the higher the online attendance system produced in a shorter time, it can be said that the level of work discipline has a high value.

The results of this research support the research results of Arifin (2019), the online attendance system can improve punctuality because it allows employees to record entry and exit times accurately. This can reduce tardiness and unexcused absences that can harm productivity. Online attendance systems that allow flexibility in working hours, such as remote work or flexible working hours, can increase employee satisfaction and strengthen work discipline.

Based on the results of the tests that have been carried out, the results show that the significance value is 0.437 > 0.05, which means that the significance is greater than 0.05. This test shows that Ho is accepted and Ha is rejected, so it can be concluded that the online attendance system variable does not have a significant influence on employee performance.

The results of this research contradict the research results of Manik (2019), the ability and expertise of employees in using information technology greatly influences their performance. If employees do not have sufficient competence, online applications will not be of much help. An unstable internet network can hinder the use of online applications, thereby affecting employee performance. Apart from that, the quality of the application system also has an influence. If the application system is unstable or experiences frequent interruptions, this can reduce the effectiveness of application use and impact employee performance.

Based on the results of the tests that have been carried out, the results show that the significance value is 0.000 <0.05, which means that the significance is smaller than 0.05. This test shows that Ho is rejected and Ha is accepted, so it can be concluded that the online attendance system variable has a significant effect on employee performance with work discipline as a mediator. In this case, the higher the online attendance system produced in a shorter time, it can be said that the level of employee performance has a high value.

The results of this research support the research results of Wahidah (2023), an accurate online attendance system can improve work discipline, because it records employee attendance and absences in a timely manner. System accuracy also has an impact on fairer and more precise performance evaluations, allowing management to provide rewards or sanctions more objectively. An online attendance system that supports work time flexibility can increase employee engagement and motivation to comply with attendance rules. Higher employee engagement can improve performance, as employees feel they have more control over their time and work. An online attendance system helps record employee attendance more accurately. This can provide clear data about working time and attendance, which can be used to assess employee performance more objectively. An online attendance system that is integrated with productivity tools can help management monitor employee activity and productivity. This can provide a better picture of individual contributions. Online attendance systems that support work time flexibility, such as remote work or flexible working hours, can increase employee satisfaction and performance.

CONCLUSION

This research was conducted atEast Java Inspectorate with a total of 50 employee respondents using SEM and the SmartPLS analysis method. Based on the results of data analysis and proof of the two hypotheses proposed in the study entitled "The Influence Of The E-Presence Online Attendance System On Employee Discipline And Performance At The Inspectorate Of East Java Province". Based on research on the influence of the online attendance system. on work discipline and employee performance.The following are the conclusions of this research:

1. Based on the p-value, the online attendance system has a significant effect on work discipline at the East Java Inspectorate.
2. Based on the p-value, the online attendance system has an effect on employee performance at the East Java Inspectorate.
3. Based on the p-value, the online attendance system has a significant effect on employee performance with work discipline as mediation at the East Java Inspectorate. This is based on the increased level of discipline due to the increase in the number of respondents' performance based on assignments that occurred at the East Java Province Inspectorate.

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