



The Application Of Online Presence To The Work Discipline Of Purwakarta State Court Employees

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ABSTRACT

Civil Servants (PNS) as state apparatus, among others, are shown by their ability to achieve performance and work discipline. Civil servants must have a high discipline good performance and attitudes and behavior that are full of obedience and obedience to the state. District Court Purwakarta currently uses manual attendance to record and return employees then uses a recapitulation of adjustments with an online presence to calculate or determine the level of employee performance. The researcher gave the title "The Application Of Online Presence To The Work Discipline Of Purwakarta State Court Employees" This research is descriptive and qualitative. The results of the study show that this online attendance will minimize the spread of the virus during this pandemic, there is no need to queue when absent. This attendance system also does not make employees make changes to their habits, employees who initiate such as doing attendance at home and when manual absences do not match the time with absences in the application.

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1. Introduction

Indications of the perfection of Civil Servants (PNS) as state apparatus, among others, are shown through their ability to achieve good performance and discipline in work. To realize the perfection of the civil servant apparatus, the government has established various regulations that are binding and forceful to be implemented at work.

Attendance is an important part of every government agency. Where attendance is one of the main supports that can support and motivate every activity carried out in it (Subhi and Irfansyah, 2020). As attendance at the District Court Purwakarta Office which still uses the manual method (signature), this method is very vulnerable for a government agency because of the level of discipline that cannot be controlled and can be misused by irresponsible people, other losses that may arise the manual attendance system is data recapitulation which still takes a lot of time and effort.

Civil servants must have high discipline, good performance and attitudes and behavior that are full of loyalty and obedience to the state, have good morals and mentality, are professional, are aware of their responsibilities as public servants, and can become the glue of national unity and integrity (www.bkn.go.id).

Based on the rules that must be obeyed by every employee. If discipline and work control can run well and maximally, the performance that will be produced by the employee will be good too. Performance can be measured from the attitude of discipline possessed by each employee. Good work discipline will automatically result in a good performance too (Bara, C. B., Dewi, A. C., & Hidayah, 2022).

The implementation of online attendance at District Court Purwakarta is still constrained by various problems, both internally and externally, such as application sites that often have errors, unstable signals, and so on. Based on the information, District court Purwakarta employees also submitted several complaints, such as the online attendance system which is very easy and can be done anywhere, making some employees negligent and there are still those who commit fraud such as taking attendance at home instead of in the work environment.

Online Presence is a form of digitization of Presence. This presence aims to make it easier for someone to do attendance, by using online attendance a person doesn't need to have to go to the attendance device, they can take attendance from their respective cellular phones while in the area and conditions determined by the company system. In the COVID-19 pandemic, the use of online attendance is very useful where crowds on attendance machines at work hours can be reduced or even eliminated. This is certainly very helpful in reducing the spread of Covid-19 (Febrian Selva Azhar, 2021). According to (Redi Mulyana, 2017) Attendance is the recording and processing of attendance data that is carried out continuously, recording is carried out every working hour and reported to the HRD / Company Manager. (Nurilla Lailatul Khoiriyah, Fitri Marisa, 2018).

Theoretical basis, human resource management As the most important asset in an organization or company, both large and small, human resources need to be handled properly. The handling of human resources must be different from the handling of other resources, because of the uniqueness of the human being. So this is where the role of HR management is in dealing with problems that arise in human relations within the organization. Human resource management is a process of dealing with various problems within the scope of employees, employees, laborers, managers, and other workers to be able to support the activities of the organization or company to achieve predetermined goals. (Masram dan Mu'ah, 2017:2).

Presence Online, According to the Editor, (2019) online attendance is a technology that employees can use in doing attendance without having to use a physical machine such as a fingerprint. Using the online attendance application, company leaders can view information on the location, time, and place where the employee is in real-time. The online attendance system is an integrated electronic-based service system and produces data and information management in the form of recording and managing employee attendance discipline which has components such as hardware, networks, databases, procedures, and operating personnel.

Work discipline, Discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Hasibuan (2019: 193), states that Discipline is the sixth operative function of human resource management. Discipline is the most important HRM operative function because the better the employee discipline, the higher the work performance that can be achieved. Without good employee discipline, it is difficult for the company's organization to achieve optimal results. Work discipline according to Davis (in Mangkunegara 2020:129) is "the implementation of management to strengthen organizational guidelines". Work discipline can be interpreted as the implementation of management to strengthen organizational guidelines.

2. Methods

This research is descriptive qualitative, District Court Purwakarta Office at Jl. Kolonel Kornel
The The Application Of Online Presence To The Work Discipline Of Purwakarta State Court Employees (Bunga Rosaliai, et al)

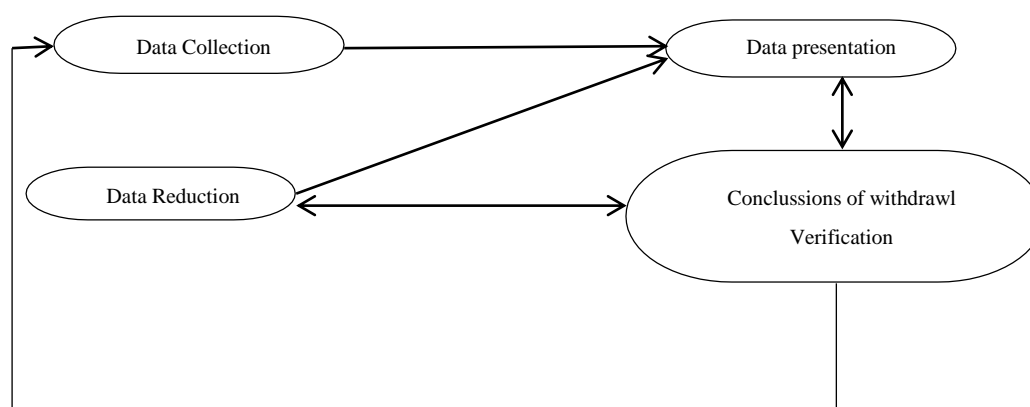
Singawinata No.101, Nagri Kidul, Kec. Purwakarta, Kabupaten Purwakarta. This research is scheduled for April 25 to June 25, 2022. The subject of this research is the application of online presence among District Court Purwakarta employees.

The method used in this research is the qualitative method. The qualitative research method is a research method based on postpositivism or interactive philosophy, used to examine the condition of natural objects, where the researcher is the key instrument (Sugiyono, 2020). Qualitative research methods according to Dukshire and Thurlow (2002 in Sugiyono 2020) are qualitative research about non-numerical data, collecting and analyzing narrative data.

According to Sugiyono (2017:225), data collection can use primary and secondary sources. Primary sources are data sources that directly provide data to data collectors, and secondary sources are sources that do not directly provide data to data collectors, for example through other people or documents. Furthermore, when viewed in terms of data collection methods or techniques, data collection techniques can be carried out using observation (observation), documentation, and a combination of both.

In this qualitative research, the researcher used the triangulation technique. According to Samsu (2017:114) Triangulation is a technique used to test data reliability (check the validity of data) by utilizing other things that are outside the data for checking purposes or as data comparisons. Data Collection Techniques The method used by researchers in the data collection stage is field research, namely research carried out in collecting data related to problems and carried out using observation, interviews, and documents.

Data Analysis Techniques The analysis used by the author in this research is Research In qualitative research, conceptualization, categorization, and descriptions are developed based on "events" obtained when field activities take place. Therefore, the activities of data collection and data analysis cannot be separated from each other. Both take place simultaneously, the process is cyclical and interactive, not linear. Miles and Huberman (1992:20) describe the process of analyzing qualitative research data as follows.



3. Results and Analysis

Employee online attendance at the District Court Purwakarta with the SIKEP application by the Decree of the Chief Justice of the Supreme Court No: 50/KMA/SK/III/2019 concerning the Enforcement of the SIKEP Application at the Supreme Court and the Judicial Body under it and the Decree of the Secretary of the Supreme Court No: 238 /SEK/SK/III/2019 concerning the Determination of Personnel Management Information System Managers within the Supreme Court and the Judicial Body under it. SIKEP online attendance application version v.3.1.0 Employees make online attendance via <https://sikep.mahkamahagung.go.id>.

The application for online attendance at the Purwakarta District Court has been running for 2 years, previously the attendance carried out by the Purwakarta District Court Class 1B was fingerprint and manual signature. The attendance system needs a very good update so that employees can take attendance quickly and don't have to queue to be absent. With the application, the employee attendance system can be done online during the COVID-19 pandemic. The SIKEP attendance module will be activated automatically in the morning from 06.00-09.00 and in the afternoon it is active from 16.00-20.00 local time.

Employee Attendance with the SIKEP Application at the Purwakarta District Court class 1B is a system design that can facilitate employee attendance matters. To be more productive in producing a product, because a system that can simplify and speed up attendance, the time required to work is also very efficient because there is no need to queue for employee attendance.

Constraints in implementing the attendance recording system by way of online absences to improve employee discipline. However, the implementation of this online system often does not run smoothly. The following are some of the common problems faced by employees: Need for a stable internet network to be able to operate mobile presence properly, Sometimes the application error as a whole, there are still employees who are not absent on time, The signal and attendance should not be placed haphazardly must be at the same coordinate has been determined.

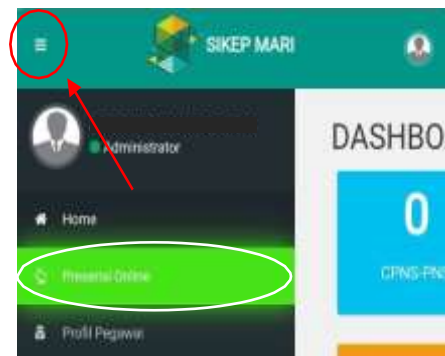
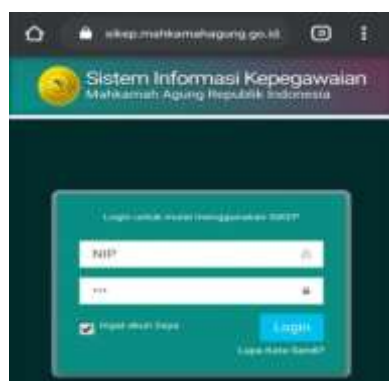
SIKEP's online presence (application of personnel information system application) works using the application user's GPS (Global Positioning System) location detection. The SIKEP Application Programmer determines the presence center points and provides the distance from the specified point to be able to make a presence, if the GPS of the application user is outside the specified area then the user can still make a presence but a notification will appear and be detected outside the distance as if the presence the result is recorded, a recorded presence notification will appear and the present time will appear.

This is in line with the opinion expressed by Hasibuan (2010: 194) that one of the characteristics of work discipline is the level of attendance, so one of the factors that can be used as a monitoring and controlling tool is to look at the level of employee attendance which is periodically evaluated.

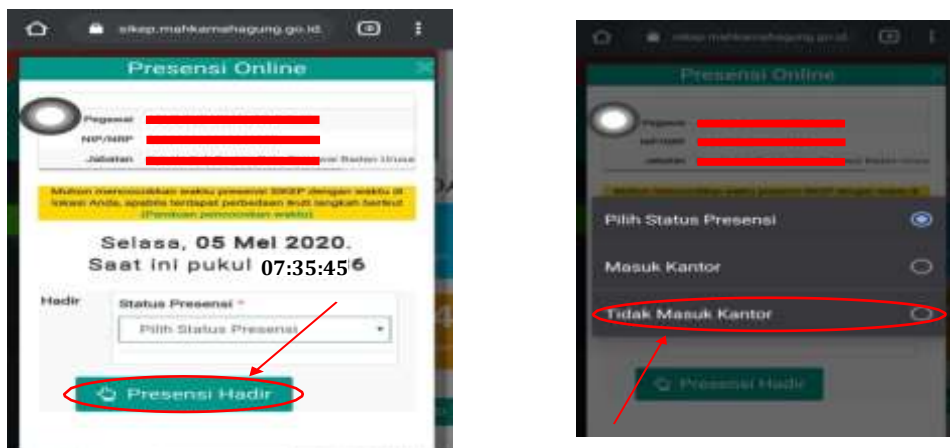
3.1. Attendance Procedures

1. Login through the site sikep.mahkamahagung.go.id, enter the employee identification number (NIP)

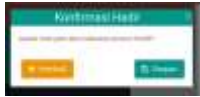





2. click online presence



3. Choose the presence status of Entering the Office if you enter the office today, select the presence status of Not Entering the Office if you are not in the office today or Working From Home (WFH).



4. Presence time

ATTEND (MORNING)	BREAK (AFTERNOON)	HOME (AFTERNOON)
<p>07:35:45</p>  	<p>07:35:45</p>  	<p>07:35:45 12:05:25</p>  

4. Conclusion

The application of Absence using the personnel information system is very suitable to be applied in a government agency, especially during a pandemic like today. This online attendance will minimize the spread of the virus during this pandemic. Because there is no need to queue when absent. However, it turns out that this attendance system also does not make employees change their habits, there are still employees who commit fraud such as taking attendance at home and when the manual absence time does not match the time with the absence in the application. The present attendance system is very helpful in reducing physical contact between employees during the current covid pandemic. With the results from the Supreme Court, the website-based Purwakarta District Court employee attendance application can provide convenience in the attendance process, and can minimize losses and errors in recording employee attendance data.

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