ABSTRAK

EFEKTIVITAS APLIKASI SISTEM INFORMASI ABSENSI PEGAWAI DALAM MENINGKATKAN DISIPLIN APARATUR SIPIL NEGARA
(Studi di Komisi Pemilihan Umum Provinsi Lampung)

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Perkembangan zaman semakin maju sehingga berdampak juga pada kemajuan teknologi. Sistem yang dahulunya masih manual kini menjadi elektronik seperti diterapkannya aplikasi absensi berbasis android. Tujuan dari penelitian ini untuk mengetahui efektivitas aplikasi sistem informasi absensi pegawai dalam meningkatkan disiplin aparatur sipil negara di Komisi Pemilihan Umum Provinsi Lampung. Penelitian ini menggunakan penelitian deskriptif kualitatif, dimana teknik pengumpulan datanya melalui observasi, wawancara dan dokumentasi. Hasil penelitian menunjukkan bahwa penerapan aplikasi sistem informasi absensi pegawai telah efektif dilakukan. Dapat dilihat dari beberapa indikator efektivitas menurut Tangkilisan: pencapaian target, aplikasi sistem informasi absensi pegawai telah terealisasikan dengan baik dalam meningkatkan disiplin aparatur sipil negara, dimana telah mampu mengubah kebiasaan para pegawai yang dahulu masih dapat merekayasa absensi. Kemampuan adaptasi, pada awal diterapkan aplikasi sistem informasi absensi pegawai masih adanya pegawai yang kurang memahami dalam cara penggunaannya. Kepuasan kerja, diberlakukannya sistem pemotongan tunjangan kinerja sesuai disiplin dan kinerja pegawai, dimana keduanya memiliki komponen dan bobot yang sama dalam penghitungan tunjangan kinerja. Tanggung jawab, aplikasi sistem informasi absensi pegawai telah menciptakan pegawai yang memiliki tanggung jawab terhadap waktu dan pekerjaan. Adapun dampak yang diberikan aplikasi sistem informasi absensi pegawai yaitu meningkatkan produktivitas dan motivasi pegawai. Sehingga penelitian ini menunjukkan bahwa tujuan aplikasi sistem informasi absensi pegawai telah tercapai dengan efektif.

Kata kunci: Efektivitas, Absensi, Disiplin

ABSTRACT

**EFFECTIVENESS OF EMPLOYEE ABSENCE INFORMATION SYSTEM
APPLICATIONS IN IMPROVING THE DISCIPLINE
OF THE STATE CIVIL APPARATUS**

(Studies at the General Election Commission of Lampung Province)

By

RIFKA ANNISA

The development of the times is increasingly advanced so that it also has an impact on technological advances. The system that used to be manual has now become electronic, such as the implementation of an Android-based attendance application. The purpose of this study was to determine the effectiveness of the application of an employee attendance information system in improving the discipline of the state civil apparatus at the General Election Commission of Lampung Province. This study used a qualitative descriptive study, where the data collection techniques were through observation, interviews and documentation. The results of the study indicate that the implementation of the employee attendance information system application has been effectively carried out. It can be seen from several indicators of effectiveness according to Tangkilisan: target slogans, the application of an employee attendance information system has been well realized in increasing the discipline of the state civil apparatus, which has been able to change the habits of employees who used to be able to manipulate attendance. Adaptability, at the beginning of the implementation of the employee attendance information system application, there were still employees who did not understand how to use it. Job satisfaction, implements a system of deducting performance benefits according to employee discipline and work, where both have the same component and burden in work allowances. Responsibility, the application of an employee absence information system has created employees who have responsibility for time and work. The impact given by the employee absence information system application is to increase employee productivity and motivation. So this research shows that the purpose of the employee attendance information system application has been achieved effectively.

Keywords: Effectiveness, Absence, Discipline