



Performance of State Civil Services as the Impact of Android-Based Attentions Determined by Discipline (Studies at the Palopo State Islamic Institute)

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ABSTRACT

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This study examines the effect of work discipline on employee performance through android based attendance at the State Islamic Institute (IAIN) Palopo City. Path analysis method used in this study with a total sample of 108 people. The results showed that work discipline had no significant effect on performance through android-based absenteeism as a mediating variable.

Keywords:

Employee Performance,
Android Based Attendance,
Work Discipline

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1. Introduction

One of the strategies for developing an organization in facing the era of modernization with various challenges and very tight competition is the use of information technology [1] [2]. As one of the universities as well as the only state university in Luwu Raya, IAIN Palopo as a state institution that accommodates the field of education is of course required to continue to provide excellent service according to its field so it must continue to take various steps in order to continue to develop. keep up with current technological developments. IAIN Palopo which was founded on March 27, 1968 based on the Decree of the Minister of Religion No. 168 Year 1968. Established with Filial status (branch) of IAIN Alauddin in Ujung Pandang.

With its long standing, currently IAIN Palopo has nine thousand students with a total of 598 lecturers and staff, both ASN and Non ASN. State Civil Apparatus Employees, hereinafter referred to as ASN Employees, are civil servants and government employees with a work agreement who are appointed by the staffing officer and assigned tasks in a government position or entrusted with other state duties and are paid according to the laws and regulations [3] [4]. With the number of students, lecturers and staff that are already that many, of course it is no longer efficient if it is still managed manually. Therefore, in line with the times, IAIN Palopo in recent years has begun to transform its services into the form of information technology services. Infrastructure support, both hardware and software, and internet network-based services continue to be developed. This is because the information system is considered a very important factor to support service improvement and performance achievement for both lecturers and staff and make it easier for leaders to evaluate and make decisions [5] [6] [7] [8]. The existence of a link between information systems and human resources, both lecturers and staff at IAIN Palopo, in carrying out tasks in accordance with their responsibilities is interesting to study. This is the background so that the authors are interested in conducting research.

One of the most widely implemented information technology services by every organization or agency today, both private and government agencies, is a network-based attendance service [9] [10]. The existence of the corona virus pandemic forces every institution to continue to carry out work even though it is done from outside the office to prevent virus transmission as the reason for this work pattern. Even though the work is done online, the discipline aspect is still very important. Even specifically for the State Civil



Apparatus (ASN), disciplinary issues have been determined by the government through Government Regulation Number 53 of 2010 concerning Civil Servant Discipline.

To measure the level of discipline of employees or employees of an organization, both private and government institutions or agencies, is to look at the history of the absence of each individual involved in activities in it [11] [12] [13]. Several attendance methods applied by each organization include the manual method, Almano and fingerprint. However, these methods are now no longer effective to use because apart from being a waste of paper, the long recapitulation time is also easy to manipulate.

Seeing the weaknesses of some of the attendance methods above, IAIN Palopo tried to make a breakthrough by developing a mobile-based attendance application. Car attendance is an online-based attendance where attendance can be done through the mobile device of each employee or employee [14]. Attendance recording is done by selfie and location identification using Global Positioning System (GPS). By using mobile-based attendance, every employee can do attendance by first downloading the application either through the Google Playstore or downloading it directly to the server belonging to IAIN Palopo. Unlike the general android-based attendance, the IAIN Palopo android-based attendance is equipped with features on its system that are related to the Simpeg application and the Employee Performance Target Application (SKP) and support work systems both Work From Home (WFH) and Work From Office (WFO) where employees with WFH duties cannot take attendance from outside the IAIN Palopo environment. The application is designed to require every employee/employee to report their activities during the office to be able to take home attendance. This makes it easier for leaders to evaluate the activities of each employee within the scope of IAIN Palopo. The implementation of mobile-based online attendance at IAIN Palopo is one of the efforts to continuously improve the service quality and performance of the state civil apparatus (ASN) as state servants in the field of education within the Ministry of Religion of the Republic of Indonesia.

2. Method

Location This research was conducted at IAIN Palopo as the object of research with a total sample of 108 people using the Slovin formula calculation. Respondents are State Civil Apparatus (ASN) with a minimum service period of 1 year using a quantitative approach. The time of the research was carried out from June to July 2021. The conceptual framework consists of three variables with variable Z as a mediating or intervening variable and one variable X the independent variable (independent variable) and one variable Y as the dependent variable (dependent variable). then for data analysis using multiple linear regression method to test the coefficients, t test, f test and coefficient of determination with the help of the application of the Statistical Package for the Social Sciences (SPSS).

3. Result and Discussion

3.1 Result

a. Validity Test

TABLE 1.
VALIDITY TEST RESULTS

Variable	No. Question Items	r Table	r Count	Description
Work Discipline	1	0.189	0.295	Valid
	2	0.189	0.542	Valid
	3	0.189	0.438	Valid
	4	0.189	0.225	Valid
	5	0.189	0.497	Valid
	6	0.189	0.529	Valid
Android Based Time Attendance	1	0.189	0.424	Valid
	2	0.189	0.526	Valid
	3	0.189	0.348	Valid
Performance	4	0.189	0.585	Valid
	1	0.189	0.480	Valid
	2	0.189	0.360	Valid
	3	0.189	0.402	Valid



Variable	No. Question Items	r Table	r Count	Description
	4	0.189	0.606	Valid
	5	0.189	0.401	Valid
	6	0.189	0.209	Valid
	7	0.189	0.422	Valid
	8	0.189	0.267	Valid

The validity of the data in a quantitative study with primary data is very important to do. In work discipline, there are six question items, all of which have an r value above the r table of 0.189. There are four android-based attendance items, all of which have a calculated r value greater than r table 0.189. Employee performance there are eight question items, all of which have an r value greater than r table 0.189. So it is concluded that based on the table above, it can be seen that the validity test for each variable work discipline, android-based attendance and employee performance is valid. This is justified by looking at the calculated r value which is greater than the r table 0.189.

b. Reliability Test

TABLE 2
RELIABILITY TEST RESULTS

Variable	Cronchbach Alpha	Description
Work Discipline	0.650	Reliable
Android Based Time Attendance	0.694	Reliable
Performance	0.638	Reliable

The reliable determination of a questionnaire question is to look at the Cronchbach Alpha value which is greater than 0.6 and is positive. In the table above, it can be seen that the Cronchbach Alpha value for the work discipline variable is 0.650. This means that this value is greater than 0.6 so it can be concluded that each question item on the work discipline variable is declared reliable. the Cronchbach Alpha value for the android-based absentee variable is 0.694. This means that this value is greater than 0.6 so it can be concluded that the items for each question on the android-based attendance variable are declared reliable. the Cronchbach Alpha value for the employee performance variable is 0.638. This means that this value is greater than 0.6 so it can be concluded that the items for each question on the employee performance variable are declared reliable.

c. Model Path Coefficient I

TABLE 3
SIMPLE REGRESSION TEST RESULTS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	13.976	1,961		7,127	,000
	Discipline_Work	,100	0.075	,127	1.323	,189

TABLE 4
THE RESULTS OF THE COEFFICIENT OF DETERMINATION

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,127 ^a	0.016		,007

By referring to the results of the regression table 4 above, it can be seen that the work discipline variable does not have a significant effect on android-based absenteeism. This can be shown by the significance value in table 4 which has a value of 0.189. meaning that this value is greater than the significance level of 0.05.

The value of r square contained in table 5 above is 0.016. this explains that the contribution of the influence given by the work discipline variable to android-based absenteeism is 1.6% and the remainder is 98.4% by other factors that are not included in the analysis model.

The result for e1 is obtained by using the formula $e1 = \sqrt{1 - 0.991}$. Thus, the residual value that contributes to the path coefficient of model I is 0.991. From some of the descriptions above, it can be described a path diagram for the Path Coefficient Model I as follows:

Figure Path Coefficient Model I

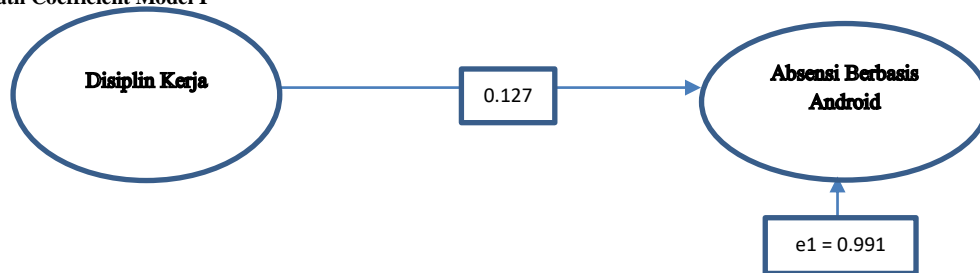


Figure 2. Path Coefficient Model I

d. Model II Path Coefficient

TABLE 5
THE RESULTS OF THE COEFFICIENT OF DETERMINATION

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,306 ^a	,094	,077	1,643

TABLE 6
MULTIPLE REGRESSION TEST RESULTS

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	(Constant)	34,608	3,230		10,714	,000
1	Discipline_Work	,279	,103	,254	2,712	,008
	Attendance_based_android	,290	,132	,207	2,207	0.029

By referring to the results of the regression table 6 above, it can be seen that the work discipline variable has a significant influence on employee performance. This can be shown by the significance value in table 6 which has a value of 0.008. This means that this value is smaller than the 0.05 level of significance. By referring to the results of the regression table 6 above, it can be seen that the android-based absenteeism variable has a significant influence on employee performance. This can be shown by the significance value in table 6 which has a value of 0.029. This means that this value is smaller than the 0.05 level of significance.

The value of rs square contained in table 7 above is 0.094. this explains that the contribution of the influence given by the android-based work discipline and absenteeism variables on employee performance is 9.4% and the remainder is 90.6% by other factors that are not included in the analysis model.

The result for e2 is obtained by using the formula $e1 = \sqrt{(1 - 0.094)} = 0.951$. Thus, the residual value that contributes to the path coefficient of model II is 0.951. From some of the descriptions above, it can be described a path diagram for the Path Coefficient Model II as follows:



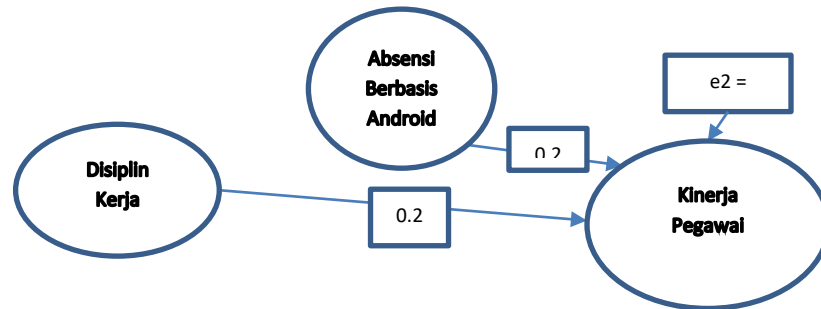


Figure 3. Path Coefficient Model II

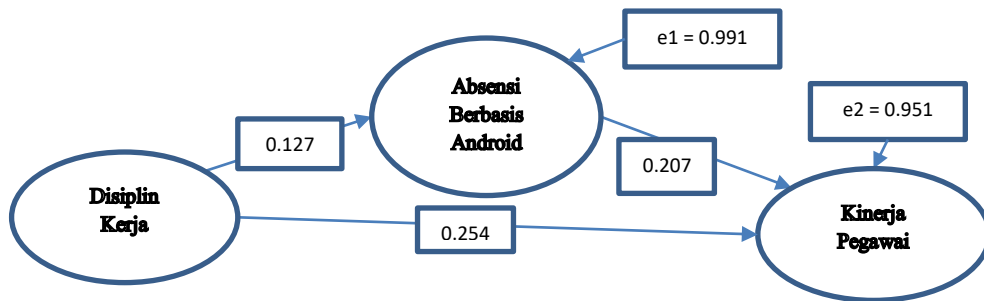


Figure 4. Path Coefficients Model I and II

In Figure 4 above, it is known that for each of the sub-structural path coefficients the model I and II is the Work Discipline Path Coefficient (X) to Android-Based Attendance (Z) of 0.127. The coefficient of Work Discipline (X) on Employee Performance (Y) is 0.245. The Android-Based Attendance Path coefficient (Z) on Employee Performance (Y) is 0.207.

TABLE 7
DIRECT EFFECTS

Variable	Direct influence	Significance	Results
Work Discipline Against Android-Based Time Attendance	0.127	0.189	Not significant
Work Discipline on performance	0.254	0.008	Significant
Android Based Time Attendance on performance	0.207	0.029	Significant

The results of the analysis for the work discipline variable on android-based absenteeism have a direct effect of 0.127 with a significance level of 0.189. so it is concluded that there is no direct significant effect between work discipline and android-based absenteeism.

The results of the analysis for the work discipline variable on employee performance have a direct effect of 0.254 with a significance level of 0.008. so it can be concluded that there is a direct significant influence between work discipline and employee performance.

The results of the analysis for android-based absenteeism variables on employee performance have a direct effect of 0.207 with a significance level of 0.029. so it can be concluded that there is a direct significant influence between android-based attendance and employee performance.

TABLE 8
INDIRECT EFFECTS

Variable	Indirect influence	description	results
Work Discipline on Performance Through Android-Based Attendance	$0.127 \times 0.207 = 0.026$	$0.254 > 0.026$	Not significant

The direct effect given by the work discipline variable on employee performance is 0.245. Meanwhile, to measure the indirect effect on the path analysis model research, it is done by calculating the multiplication between the value of the Standardized Coefficients beta of the work discipline variable on android-based absenteeism with android-based absenteeism variables on employee performance. Where it means $0.127 \times 0.207 = 0.026$.

From these results it is known that the value of the direct influence given by the work discipline variable on employee performance is 0.245 and the indirect effect is 0.026. where the value of the indirect effect is smaller than the value of the direct influence which means that in this study work discipline does not significantly affect employee performance through android-based absenteeism.

TABLE 9
TOTAL EFFECTS

Variable	Indirect influence
Work Discipline on Performance Through Android-Based Attendance	$0.254 + 0.026 = 0.28$

The direct effect given by the work discipline variable on employee performance is 0.245. the indirect effect of work discipline on performance through android-based attendance is 0.026. Meanwhile, to measure the total effect on the path analysis model research, it is done by calculating the sum of the direct and indirect effects, namely $0.245 + 0.026 = 0.28$.

3.2 Discussion

This study provides results that indicate that work discipline has a significant and positive effect on the performance of state civil servants at the State Islamic Institute (IAIN) Palopo City. This research is in line and consistent with Husain (2018) which says work discipline has a positive and significant effect on employee performance [15]. This study also provides results that android-based absenteeism variables affect the performance of state civil servants at the State Islamic Institute (IAIN) Palopo City. This indicates that the application of Android-based attendance is appropriate and in accordance with the needs of the current era. This study shows that a high level of discipline plus progress in the attendance process that does not burden ASN employees within the scope of the Palopo City State Islamic Institute (IAIN) will have a major influence on the performance of state civil servants at the State Islamic Institute (IAIN) City. Palopo. In this study it was also found that work discipline had no significant effect on employee performance through android-based attendance.

4. Conclusion

Work Discipline has a significant and positive effect on the performance of employees in the state civil apparatus within the State Islamic Institute (IAIN) of Palopo City. Android-based Attendance has a significant and positive effect on the performance of employees in the state civil apparatus within the State Islamic Institute (IAIN) of Palopo City. Work Discipline has no significant effect on Employee Performance through Android-Based Attendance.

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