DISCIPLINE: THE IMPACT OF LEADERSHIP AND THE USE OF ELECTRONIC ABSENCE IN THE DEPARTMENT OF EDUCATION, YOUTH AND SPORTS OF BIMA CITY

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Abstract

This study aims to describe the impact of leadership and the use of electronic attendance on employee discipline at the Bima City Education, Youth, and Sports Agency. The study employed a mixed-method approach, combining quantitative data analysis through hypothesis testing with qualitative data analysis. Primary data this study is based on the distribution of questionnaires and in-depth interviews with the Head of the Department and employees of the Bima City Education and Culture Office. The results show that leadership has a significant influence on employee discipline. Furthermore, the use of electronic attendance can improve employee work discipline. The implication of this research is that the presence of leaders in an organization cannot be replaced by technology, although the use of technology has a significant impact on work discipline. However, without transformational and visionary leaders controlling employee work discipline, it will not have an impact on improving decency and performance.

Keywords: discipline, leadership, electronic absence

Introduction

The discipline of the State Civil Apparatus has become a focus of attention due to the fact that some ASN are still found to violate regulations and employee codes of ethics such as time discipline and carrying out personal activities during working hours. Employees should always comply with existing regulations in the agency. Employees in implementing According to (Sunarta, 2019) to improve the image, work and performance towards professionalism, there needs to be guidelines or references for employees, employee discipline is needed. Discipline is a condition where a person obeys and implements the provisions, rules, regulations, values and rules that apply with self-awareness without coercion. Employees who have high discipline will obey the regulations in the work environment with high awareness and without coercion, namely obeying the regulations of working hours and work regulations (Cowling & Mailer, 2019).

Article 11 of Government Regulation No. 53 of 2010 concerning work attendance and adherence to work hours. However, in reality, many civil servants are currently found to lack discipline in their work, such as being late, leaving early, or not coming to work without explanation, which is considered normal. The Bima City Government continues to make various efforts to improve employee discipline, such as through strict work controls and sanctions for employees who violate discipline. In this context, the heads of agencies in each government agency are aware that to improve employee performance, leadership firmness in disciplining employees is needed. Employees who have high discipline will always obey all the rules that apply so that he will do his job in accordance with his duties and responsibilities.

The importance of implementing a high level of discipline is to raise awareness among civil servants. This can help accelerate organizational performance in local government. The level of work output produced by civil servants is still considered low in developing countries, including Indonesia. Implementing discipline in the workplace, especially among civil servants, is the first step towards an orderly, clean, and authoritative government. Indonesian civil servants generally do not comply with regulations regarding employee discipline, which can hinder progress in governance and national development (Kadarisman, 2014; Ramly, 2021).

Some employees experience an uncomfortable work environment, strict regulations, inadequate facilities, limited support from management and coworkers, and inadequate compensation commensurate with their work. These issues result in a decrease in employee motivation or drive to act, which ultimately lowers employee performance and affects work discipline. Sule and Saefullah (2005:235) explain that motivation is a driving factor that drives individuals or human resources within an organization to behave in certain ways.

The Bima City Government is not only emphasizing leaders who exemplify discipline, but is also implementing an electronic attendance system. This technology, known as information technology, is used in various data processing processes, such as obtaining, processing, compiling, storing, and processing data. This technological innovation produces high-quality data that is relevant, accurate, and delivered in a timely manner.

This data can be used to support strategic decision-making by individuals, organizations, companies, and government agencies (Rahmantya et al., 2019).

Leadership plays a crucial role because leaders are the ones who drive and direct an organization toward achieving its goals. (Handayani, 2023; Robbins & Judge, 2021) view leadership in government management as playing a role in mobilizing and influencing civil servants to work responsibly and with discipline to achieve organizational goals, namely providing quality and effective public services to the community. Good leadership can improve public service performance, employee motivation, and operational efficiency. Leadership is expected to impact employee work discipline in completing tasks to achieve predetermined goals. This is evidenced by observations conducted by researchers at the Bima City Education, Youth, and Sports Office, which show that the current leadership highly appreciates employee performance and is very firm in disciplining employees.

The need for effective and fast access to information and communication is crucial to ensure the existence of authentic (true) data. With the existence of these devices, sophisticated devices in the organization or agency will facilitate access, security, control, and processing of all types of data. In this context, it can provide support to organizations or agencies in the decision-making process related to problems currently faced by organizations and government agencies. The Use of Electronic-Based Attendance in Government Agencies, it is stated that "Optimizing the use of electronic-based attendance systems to avoid fraud and/or manipulation of data related to employee attendance. Attendance is an important component of an organization's assessment components. In general, the attendance process is carried out manually inefficient; in addition, attendance data becomes unstructured and difficult to identify problems. In addition, the manual transition tofingerprint This system is considered ineffective because users have to queue and it's managed manually, making it susceptible to manipulation. By using a telephone or online platform, manual attendance and fingerprint processes can be transformed into a system that's easier for employees to use (Prayudi, 2023).

Research (Karmila et al., 2024; Pawirosumarto et al., 2017) shows that leadership has a positive and significant effect on work discipline. Meanwhile, research (Dewi et al., 2022) shows that leadership has a negative effect on employee work discipline. Research (Faried & Mas, 2024; Putra et al., 2024) showed that electronic attendance had a positive effect on employee work discipline. Meanwhile, research (Nada et al., 2022) showed that fingerprint attendance had no effect on employee work discipline.

This study aims to analyze the influence of leadership and the use of electronic attendance on employee work discipline at the Bima City Education, Youth, and Sports Office. It is hoped that this will provide an overview and input on local government efforts to improve the quality and quantity of public services.

Method

The method used in this research is to use the approachmix method (mixed) is a research approach that combines statistical and non-statistical analysis. The data collection method used is a survey andinterviewin-depth. The primary data sources in this study were 92 Heads of Departments and Civil Servants of the Bima City Education, Youth, and Sports Department, and the research instrument was a questionnaire with a Likert scale. The statistical data analysis technique used multiple regression analysis (Siregar, 2019). Qualitative analysis techniques refer to (Milles & Huberman, 2005:83) consisting of three simultaneous activity flows, namely: data reduction, data presentation, and conclusion drawing/verification.

Result and Discussion

Results

After distributing questionnaires to Civil Servants (ASN) and conducting in-depth interviews with the Head of the Bima City Education, Youth, and Sports Department, multiple regression analysis was conducted to determine the statistical relationship between the independent variables. The results of this analysis revealed the influence of each variable. Research on the dependent variable, namely the Influence of Leadership and the Implementation of Electronic Absenteeism on the Discipline of ASN Employees at the Bima City Education and Culture Office. Summary of analysis results with the help of the SPSS program.

Tabel 1. *Coefficients* Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.128	.191		4.879	.000
	Leadership	.731	.132	**.696**	6.978	.000
	Electronic Attendance	.602	.121	**.591**	4.430	.000

a. Dependent Variable: Disiplin Pegawai

Source: SPSS Output Year 2025.

Regression Equation:

$$\hat{Y} = α (0.128) + bx1 (0.696) + bx2 (0.591)$$

Table 2. Explanation of the Regression Equation

Symbol	Explanation
α	Without leadership, and the use of electronic attendance, employee performance will decrease.of 0.128.
bX_1	If the leadership value shifts by 1, it will shift employee discipline by 0.696, or the influence of leadership on employee discipline at the Bima City Education and Culture Office is $(0.696)^2$=48,44%.
bX_2	If the leadership value shifts by 1, it will shift employee discipline by 0.696, or the influence of leadership on employee discipline at the Bima City Education and Culture Office is $(0.696)^2$=48,44%.

Discussion

The Influence of Leadership on the Discipline of Employees at the Bima City Education and Culture Office

Civil servants are government officials who have a role in addition to serving the state, but also have a mission as public servants. Government Regulation of the Republic of Indonesia No. 53 of 2010 concerning Civil Servant (PNS) Discipline is an obligation that must be obeyed and prohibitions that must not be violated by any civil servant who commits a disciplinary violation. The stipulation of regulations regarding discipline for civil servants is to ensure order and the smooth implementation of the tasks entrusted to them. Discipline is the key or prerequisite for the successful implementation of tasks entrusted by the organization (Karmila et al., 2024).

Leadership has a significant impact on government employee discipline. Various leadership styles, including autocratic, transactional, and transformational, have been shown to improve employee discipline. Dissatisfaction among employees often occurs when leaders adopt a less hands-on approach, which manifests in strained relationships between them and their subordinates who fail to adequately clarify their expectations when delegating tasks, and leaders who are frequently absent from the office (Karmila et al., 2024).

Leadership plays a role as controller, overseer, and responsible for resources within the organization. Leadership can oversee all employee activities, so if any employee is found to be undisciplined, they will be subject to sanctions in accordance with applicable regulations. Furthermore, leadership focuses not only on enforcement but also on prevention, such as implementing manual and digital-based work control systems. The results of this study indicate that leadership has a positive and significant effect on the discipline of Civil Servant (ASN) employees at the Bima City Education, Youth, and Sports Office (Dikpora). This indicates that the better the leadership in controlling the organization, the more disciplined employees will be in carrying out their duties, such as complying with all regulations, rules, and the organization's code of ethics. The results of this study confirm the findings (Rejeki et al., 2021) that leadership has a significant influence on work discipline, and organizational behavior has a significant influence on employee discipline.

In-depth interviews with several employees of the Bima City Education and Culture Office can conclude that:"Our leaders at the Education and Culture Office are very sensitive and meticulous about our work, so if we lack discipline, we're immediately called in to be reminded. Other policies that our leaders tend to implement include the use of electronic attendance, work assessments based on attendance, and promotions based on performance and work discipline.Thus mshows that leaders who implement a system of sanctions against disciplinary violators and provide appreciation such as promotions based on discipline and performance will

certainly motivate employees to be more disciplined in their work. An effective leader in disciplining civil servants is a leader who is able to create a conducive work environment, provide good examples, and apply rules fairly and consistently. Leaders also need to have a good understanding of disciplinary rules, and be able to communicate effectively, as well as provide constructive feedback and coaching (Campbell, 2019; Nuraini, 2013; Pace, 2015). Leadership is the power of aspiration, the power of enthusiasm, and the power of morale that can influence members to change attitudes, so that they understand the leader's wishes.

Group or organizational behavior becomes the leader's aspiration through the leader's interpersonal influence on his subordinates. The problem in this research is how leadership plays a role in improving employee work discipline and the obstacles in improving employee work discipline. The purpose of this research is to determine the role of leadership in improving employee work discipline and to identify the obstacles in improving employee work discipline.

The Impact of the Use of Electronic Absence on the Discipline of Employees at the Bima City Education and Culture Office

In line with the changing times and demands for professionalism, the use of electronic attendance to record employee attendance is a form of adaptation to technological advances in organizations. Electronic attendance has become atrendin the bureaucratic world so that officers entering and returning from work must record their attendance electronically. The advantage of using an electronic absentee gives an advantage over manual absentees. Manual absences can be manipulated by filling in the absences temporary presence absent presence through the use of electronics is not biased by other people because what is recorded is the previous fingerprint and eyes. Such a situation requires officers to always behave in a disciplined manner.

Employees can go home immediately after taking an absence and return at the time of their absence, but the strict work systems and controls implemented by management make it impossible for employees to do so unless they are hindered or have permission from their superiors. This situation requires employees to be disciplined in carrying out their duties and responsibilities. Employees uphold disciplinary values, such as obeying organizational rules. Disciplined employees are essential for organizational advancement.

The use of electronic attendance for employees has several advantages, including reducing fraud, increasing efficiency, simplifying recapitulation, and integrating with other systems. Often, when employees use electronic attendance, they encounter network issues due to connection problems between the attendance device and the attendance application, resulting in attendance not being recorded in the application and being considered absent. This issue is a concern for every employee who uses an electronic attendance machine. Employee attendance is crucial for an agency or institution, particularly as evaluation material. Attendance also serves as a form of management supervision in maintaining employee work discipline (Nada et al., 2022).

The results of the interview with the Head of the Bima City Education and Culture Office can be understood "The use of electronic attendance is part of a bureaucratic revolution. Electronic attendance is based on employee discipline evaluations, thus preventing employees from becoming lazy and lax in their work. Previously, manual attendance was the only method, creating disciplinary vulnerabilities.This shows that new absence data is useful for assessing performance if it provides an indication of why employees violate work discipline rules.

Conclusion

Based on the research results and discussion, it can be concluded that leadership variables have an influence on employee discipline at the Bima City Education and Culture Office. The better the leadership in managing organizational resources, the better the level of employee propriety in carrying out their duties as civil servants. In addition, the research results also show that the use of electronic attendance can improve employee discipline at the Bima City Education and Culture Office. The implication of this research is that the existence of leaders in an organization cannot be replaced by the presence of technology. Transformational and visionary leaders can control employee work discipline not only from electronic attendance but also from propriety and performance after conducting electronic attendance. Electronic attendance is an effective instrument in controlling and preventing employee disciplinary violations.

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