# Effect of Attendance Applications Mobile Online (Akku Mobile) on Official Discipline at the Indramayu District Inspectorate

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### ABSTRAK

*Disiplin kehadiran Pegawai merupakan indikator utama untuk mengetahui tanggung jawab seorang pegawai. Berdasarkan hasil observasi di Inspektorat Kabupaten Indramayu, masih belum maksimalnya disiplin pegawai dalam hal kehadiran. Oleh karenanya, diterapkan nya kebijakan penggunaan presensi elektronik, yaitu aplikasi online (Akku Mobile) oleh seluruh ASN di Pemerintah Kabupaten Indramayu, dimana langsung terekam dalam server BKPSDM. Tujuan penelitian ini adalah untuk mengetahui pengaruh Aplikasi Absensi Online (Akku Mobile) terhadap disiplin pegawai pada Inspektorat Kabupaten Indramayu. Metode Penelitian yang digunakan adalah pendekatan kuantitatif eksplanatory untuk melihat pengaruh Aplikasi Absensi Online (Akku Mobile) terhadap Disiplin Pegawai pada Inspektorat Kabupaten Indramayu. Sumber data berasal dari sumber primer melalui kuesioner tertutup. Hasil penelitian ini menunjukkan terdapat pengaruh positif dan signifikan antara penggunaan aplikasi Akku Mobile terhadap disiplin pegawai pada Inspektorat Kabupaten Indramayu sebesar 0,004, adapun tingkat korelasi nya adalah lemah sebesar 0,326 atau hanya 32,6%, serta variabel penggunaan aplikasi (Akku Mobile) hanya dapat menjelaskan keterkaitan tersebut sebesar 10,6% terhadap peningkatan disiplin pegawai, sedangkan sisanya sebesar 89,4% dijelaskan oleh faktor lain di luar penelitian ini.*

### ABSTRACT

Employee attendance discipline is the main indicator for knowing an employee's responsibilities. Based on observations at the Indramayu Regency Inspectorate, employee discipline in terms of attendance is still not optimal. Therefore, a policy of using electronic presence, namely an online application (Akku Mobile) has been implemented by all ASN in the Indramayu Regency Government, which is directly recorded on the BKPSDM server. The purpose of this research is to determine the effect of the Online Attendance Application (Akku Mobile) on employee discipline at the Indramayu Regency Inspectorate. The research method used is an explanatory quantitative approach to see the influence of the Online Attendance Application (Akku Mobile) on employee discipline at the Indramayu Regency Inspectorate. The data source comes from primary sources through closed questionnaires. The results of this research show that there is a positive and significant influence between the use of the Akku Mobile application on employee discipline at the Indramayu Regency Inspectorate of 0.004, while the correlation level is weak at 0.326 or only 32.6%, and the application usage variable (Akku Mobile) can only explain This relationship is 10.6% towards increasing employee discipline, while the remaining 89.4% is explained by other factors outside this research.

## INTRODUCTION

The State Civil Apparatus is a state apparatus that has the responsibility to carry out the daily activities of government as servants of the State and servants of the community and always serve and be loyal to the interests, values, and ideals of the struggle of the nation and state based on Pancasila and 1945 Constitution. The State Civil Apparatus as government administrator is given the responsibility to formulate strategic steps and creative efforts to realize social welfare in a fair, democratic, and dignified manner. ASN has a large role in determining regional and national development policies however, there are several percent of ASN individuals who cannot carry out their mandate, perform poorly, and make efforts to enrich themselves in the wrong way, which is indicated by the spread of corruption cases that befall

ASN in Indonesia, as well as lack of discipline. Based on the Indonesian Corruption Watch (ICW) report entitled Monitoring Results of Corruption Enforcement Trends in Semester 1 2021, ASN is the actor most involved in corruption cases, with 162 people ( (Annur, 2021). Meanwhile, there were 23 cases of civil servant discipline involving disciplinary violations, most of which involved disciplinary violations in the form of not coming to work (Nurmayanti, 2019).

In the context of public sector human resource management, discipline Employees are one of the main indicators that can be used to assess the extent of a State Civil Apparatus (ASN)'s responsibilities in carrying out their duties and functions as implementers of public policy, public servants, and the glue and unifier of the nation (Sutrisno, 2013). Civil servants must have a high level of discipline in addition to good performance and attitudes and behavior that are full of loyalty and obedience to the state, have good morals and mentality, are professional, aware of their responsibilities as public servants, and can be the glue of national unity and integrity (Syantika, 2022).

The discipline of civil servant employees as mentioned above is regulated in the Government Regulation of the Republic of Indonesia Number 94 of 2021 concerning Civil Servant Discipline. Civil Servant Discipline is the ability of Civil Servants to comply with obligations and avoid prohibitions specified in statutory regulations and/or official regulations which, if not complied with or violated, will result in disciplinary punishment. Civil servants who commit disciplinary violations are subject to disciplinary punishment by officials who have the authority to punish. The levels of disciplinary punishment for civil servant employees are divided into three, namely: a. Light disciplinary punishment where the type of punishment is in the form of an oral/written warning and a written statement of dissatisfaction; b. Moderate disciplinary punishments include delays in salary increases, salary reductions, and promotions; c. Severe disciplinary punishment with types of punishment in the form of demotion, release from position, honorable and dishonorable dismissal.

Talking about ASN discipline cannot of course be separated from the discipline of employee attendance. Work attendance is the number of hours during which a worker or employee comes to work. The attendance rate is the percentage of ASN attendance in one month as validated by the authorized official. To find out employee discipline, you can look at attendance at the office (Maisaroh, 2021). Discipline is the willingness to obey the applicable rules (Ramvita, 2023). When employee discipline is upheld, the agency's goals will be realized (Abdurrahmat, 2009). Attendance is a form of responsibility of an employee to improve his performance. Employees who arrive on time and perform well will carry out their work following with the agency's targets (Sampeliling, 2015). As time goes by and technological developments, the use of manual attendance and attendance machines is no longer felt to be effective and efficient. Therefore, an online-based attendance application is needed. The advantages of this online attendance are that it is easy to use, employee attendance data can be monitored accurately, calculating employee working hours is more accurate, minimizes fraud in terms of absenteeism, especially employees with high mobility, can be done anywhere and at any time according to agency policy, can be integrated with data existing staffing, supported by today's advanced technology (GPS and Face Recognition), and affordable costs (Solusi, 2023).

The attendance system is a system in an agency that is used to record the attendance list of each member of the agency (Heroe Santoso, 2017). The attendance system records the identity of agency members and the time of entry and exit of its members. The attendance system also can provide accurate reports to leadership or interested parties (Dalimunthe, 2022). Following the Decree of the Regent of Indramayu Number: 841/Kep.162- BKPSDM/2021 concerning Technical Instructions for Filling in Electronic Attendance Lists and Daily Activities via the Performance E

System for State Civil Servants within the Indramayu Regency Government, working hours are as follows: working hours for 5 (five) working days (Monday to Thursday 07.30 WIB to 16.00 WIB with a break time of 12.00 WIB to 12.45 WIB and Friday 08.00 WIB to 16.00 WIB with a break time of 11.30 WIB to 13.00 WIB and working hours for 6 (six) working days (Monday to Thursday 07.00 WIB to 14.00 WIB, Friday 07.00 WIB to 11.30 WIB and Saturday 07.00 WIB to 12.00 WIB). Electronic presence uses facial detection and online location points using GPS and Face Detector technology.

Indramayu Regent's Decree Number: 841/Kep.162-BKPSDM/2021 concerning Technical Instructions for Filling in Electronic Attendance Lists and Daily Activities Through the Performance E System for State Civil Servants in the Indramayu Regency Government Environment also contains regulations regarding the use of electronic devices. attendance contains the presence of ASN which is carried out electronically, and must carry out attendance every working day at their respective workplaces according to predetermined working hours, attendance is carried out 1 (one) time when coming to work and 1 (one) time when leaving from homework and ASN who do not come to work when they come to work and go home from work are considered absent from work. Electronic presence uses face detection and online location points via the Akku Mobile application which must be used by all ASNs within the Indramayu Regency Government, including ASNs within the Inspectorate. Attendance is recorded in real-time, recorded on the BKPSDM server using vendor services from PT. Geomedia Synergy in developing the Akku Mobile application and using GPS and Face Detector technology. The use of technology in organizations or government institutions will support effective performance, this increases effectiveness, is cheap, fast and transparent (Syamsurizal, Rustanto, & Sandjaya, 2023). Miller (Tangkilisan, 2005) explains that the meaning of effectiveness is defined as the level to which a social system achieves useful results. There are advantages to using the Indramayu Regency Government Mobile Presence Application, namely that it can prevent fraud because attendance uses facial recording and attendance must be done at a predetermined location, namely in the office where you work, connected to the employee performance application which is one of the indicators for calculating the performance allowance. every month, the application can be done anywhere in the office area, Administration and data recapitulation are online so it is easier, faster, and in real-time. The drawback is that it can only be used on the Android operating system and can only be used on the internet network. According to (Tawar, Salma, & Macasawan, 2022), the implementation of the online attendance system ( Application *Mobile Online* (*Akku Mobile*)) was successful.

Based on the results of the author's observations at the Indramayu Regency Inspectorate, it is known that amid the Inspectorate's busy Annual Supervision Work Program (PKPT), the Inspectorate as APIP, in carrying out its work program within the Regency Government, aims to ensure that APIP carries out supervision of activities that have a high risk. can influence the achievement of organizational goals. The tasks assigned, are RKA review, LKPD review, and LAKIP evaluation. Identification of Regional Apparatus Programs/Activities that are not included in the Annual Supervision Planning are programs/activities of Regional Apparatus that are the object of supervision by other parties (BPK, BPK, and other APIP) in the same year with supervision carried out by APIP, and others, as well as other tasks outside PKPT which also had to be carried out, the level of employee discipline was still not optimal namely, it had not reached 100%, this was mainly related to attendance discipline namely, there were still several employees who arrive late, there are still some employees who after taking attendance in the morning then leave again for personal interests, there are still employees who do not effectively utilize working time such as leaving the office when it is not time to go home, there are still employees who don't care even though they arrive late /does not consider the timeliness of

attendance important. In fact, discipline in the level of ASN presence can increase the effectiveness of performance assessments and show efficiency in terms of time and employee compliance in performance reporting and performance monitoring carried out by the government (Marliana, Sumadinata, & Sari, 2021).

Seeing the problems related to the indiscipline of inspectorate employees in terms of employee attendance, even though the duties assigned to them are substansial considering their function is to supervise all programs and activities of regional apparatus, so as a preventive measure the Indramayu government created an Online Mobile Attendance Application (Akku Mobile), therefore The author is interested in conducting further research regarding the influence of the Online Mobile Attendance Application (Akku Mobile) on employee discipline at the Indramayu Regency Inspectorate to find out how the Online Mobile Attendance Application (Akku Mobile) influences employee discipline at the Indramayu Regency Inspectorate.

**Theory**

**Performance Discipline**

Employee discipline in human resource management departs from the view that no human being is perfect. Therefore, every organization needs to have various provisions that must be obeyed by its members, and standards that must be met. To achieve organizational goals, harmonious cooperation within work teams and high awareness for each member of the organization is needed to work together seriously and comply with the regulations that have been set. In (Sinambela, 2012), it can be concluded that the definition of work discipline is a person's ability to work regularly, consistently diligently, and work under applicable rules without violating established rules

According to Moenir in Ardianyah (2013:904), discipline is a form of determination of rules, both written and unwritten, that have been established. According to Melayu Hasibuan (2020), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms, with indicators of work discipline being:

1.  Comply with all company regulations;

2.  Effective use of time;

3.  Responsibility in work and assignments; And

4.  Absenteeism rate.

According to Sondang Siagian (2005:305), there are two (2) types of discipline in organizations, namely:

**1. Preventive Discipline**

Preventive discipline is an action that encourages employees to comply with various applicable regulations and meet established standards. This means that through clarity and explanation of the desired patterns of attitudes, actions and behavior of each member of the organization, efforts are made to prevent employees from behaving negatively. Because preventive discipline aims to mobilize and direct employees to work disciplined;

**2. Corrective Discipline**

If an employee has clearly violated the applicable provisions or failed to meet the standards that have been set for him due to disciplinary sanctions.

(Amriany, Probowati, & Atmadji, 2004) Mentions aspects of work discipline, as follows:

1. **Presence**

A person scheduled for work must be present on time without any particular reason. Working Time, working time is the period when the worker concerned must be present to start work, rest time, and end of work. Printing working hours on attendance cards are a source of data to determine the level of employee time discipline.

2. **Compliance with Orders**

Obedience is when someone does what they are told or obeys what their superior says.

3. **Compliance with Regulations**

A series of rules that the company has are demands for employees to comply, so that they can form behavior that meets agency standards.

4. **Work Productivity**

5. **Produce more and better quality, with the same effort.**

6. **Wearing uniforms**

7. **Employee attitudes**, especially the organizational environment, receive work uniforms every two years.

**Online Mobile Attendance Application**

Evaluation of civil servants can be carried out in various aspects. Among these various aspects is discipline, one of which can be seen in punctual attendance through absenteeism. Attendance is the creation of data for an attendance register which is commonly used for an institution or agency that really needs a system like this (Heroe Santoso, 2017). In general, the types of absenteeism can be grouped into two, namely:

1. Manual Attendance is a method of entering attendance by using a pen (signature);

2. Non-manual attendance is a way of entering attendance using a computerized system, which can be using a card with a barcode, finger print or by entering a nip and so on.

Current technological developments have had a positive impact on government agencies in a better direction in terms of anticipating and minimizing the occurrence of violations and employee discipline. A mobile application is an application that allows mobility using equipment such as a PDA, cell phone or cell phone. By using mobile applications (including complete software specifications, displays, systems) you can easily carry out various activities ranging from entertainment, selling, studying, doing office work, browsing and so on (Surahman, 2017).

**Table 1.**
**Comparison of Online Attendance with Finger Print Attendance**

| Fingerprint attendance | | Online  attendance | |
|---|---|---|---|
| **Advantages** | **Disadvantages** | **Advantages** | **Disadvantages** |
| 1. Avoid fraud by using each employee's fingerprint.<br>2. Accurate time recording | 1. You have to come and do it manually on the fingerprint machine.<br>2. Queue if employees are absent<br>3. Requires special care<br>4. There is potential for identification errors during attendance due to dirty machines or dirty fingerprints.<br>5. Data recapitulation manually. | 1. Avoid cheating because using dataaccurate and have to do photos and determine the location at the time of absenteeism.<br>2. No queuing during attendance because it is done on the smartphone owned by each employee.<br>3. There is no special maintenance so it saves costs absenteeism care.<br>4. Accurate calculation of working hours.<br>5. Real-time monitoring and data recapitulation are easier | 1. Can't be absent if the Internet Network is not good. |

Source: (Talenta, 2022)

### Literature Review

Differences and Similarities in Research Conducted by the Author with Previous Research:

**1. Putri Noer Layla Dini Syantika (2022)**

Title this resaerch is "The Effect of Implementing Online Attendance as a Form of Digital Supervision on the Work Discipline of Civil Servant Employees at the West Java Provincial Education Office". The results of the research can be concluded that there is a positive and significant influence between online attendance on the work discipline of civil servant employees at the West Java Provincial Education Office.

**2. Risa Putri Maisaroh (2021)**

Title this resaerch is "The Effect of Using Online Presence in Improving Discipline of State Civil Apparatus during the Covid-19 Pandemic at the Office of the Ministry of Religion, Jambi City". The results of the research show that online presence has a significant positive influence on the discipline of the State Civil Apparatus (ASN) at the Jambi City Ministry of Religion Office.

**3. Nurul Wulandini Dalimunthe (2022)**

Title this resaerch is " Effectiveness of Implementing Online Attendance in Improving Work Discipline at the North Sumatra Provincial Manpower Service". The results of the research show that the implementation of online attendance at the North Sumatra Province Manpower Service has gone quite well, it can be seen from the well-realized target achievement in improving employee work discipline.

**4. Tawar, Salma, Y. S., & Macasawan, J. M. (2022)**

Title this resaerch is "Measuring the Application Readiness Level of AKKU Online Mobile

Attendance System using HOT-fitMethod. *Engineering Science Letter"*. The results showed that the ARL values on the human, organization, and technology dimensions were 73.19%, 78.37%, and 70.58%, respectively. The average ARL score of these three is 74% which is on the "pretty good" evaluation scale.

The novelty in this research "The Influence of the Online Mobile Attendance Application (Akku Mobile) on Employee Discipline at the Indramayu Regency Inspectorate" is Differences exist in the location and research objects, research methods, and theories used. The research object used is technology, namely online attendance (Akku Mobile) using face detection and location according to the presence of ASN, so that in previous research the use of online attendance was carried out using fingerprints only, or location only, but this research uses both ways to increase the effectiveness of employee discipline.

## RESEARCH METHODS

This research method is explanatory (*explanatory Research*). According to Singarimbun and Effendi (2003), explanatory research is research that explains the clause relationship between research variables and hypothesis testing. In explanatory research, the approach used is the survey method, namely research carried out to obtain facts about phenomena within the research object and to seek actual and systematic information. In this research, what is analyzed is the influence of the Mobile Online Attendance Application (Akku Mobile) (variable x) on Employee Discipline (variable y) at the Indramayu Regency Inspectorate, so it uses a quantitative approach to statistical t-test and correlation (R) tests to find out how the influence of the Mobile Online Attendance Application (Akku Mobile) on employee discipline at the Indramayu Regency Inspectorate. Before testing, data originating from respondents is first tested on the classic assumptions of normality and linearity.

**Figure 1.**
**Conceptual Framework**
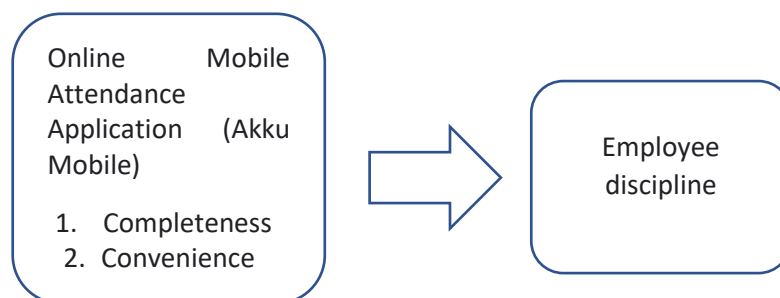


Source: Data Processing Result, 2024

The sample in this study was 78 permanent employees of the Indramayu Regency Inspectorate, calculated using the theory of (Cipta, 2002) with a division of 17 class IV employees, 50 class III employees and 11 class II guards. The research instrument used was a questionnaire format*Likert scale* with details on scale 5 (strongly agree), scale 4 (agree), scale 3 (doubtful), scale 2 (disagree) and scale 1 (strongly disagree). Number of questionnaire questions for the attendance application *mobile online* (Akku Mobile) as many as 14 (fourteen) questions and for employee discipline as many as 21 (twenty one) questions. The answer intervals, answer categories and answer scores can be seen in Table 2.

**Table 2.**
**Answer Interval, Answer Category and Answer Score**

| Interval Jawaban | Katagori Jawaban | Skor Jawaban |
|---|---|---|
| 4,24-5,00 | Strongly agree | 5 |
| 3,43-4,23 | agree | 4 |
| 2,62-3,42 | Abstaint/ hesitant | 3 |
| 1,81-2,61 | disagree | 2 |
| 0,00-1,80 | strongly disagree | 1 |

Source : (Sutrisno Hadi,2015)

The questionnaire that will later be given to samples/respondents is first tested for validity (by calculating r count > r table then it is said to be valid) and reliability (with the formula*cronbach alpha*) questionnaire with decision rules, namely if > 0.60 it means it is reliable, whereas if a < 0.60 it means it is not reliable. The hypothesis test design uses parametric statistical tests to analyze the influence between two or more variables. The statistical test used is regression and correlation. The procedures that will be followed to analyze the data are calculating and rechecking the completeness of the questionnaire that has been filled out by the respondent, checking and giving scores to the respondent's answers and testing hypotheses based on the results of data processing using the correlation test (R), coefficient of determination test ($R^2$), and t test using the SPSS application. The following are the categories and levels of relationship strength:

**Table 3.**
**Categories And Levels Of Relationship Strength**

| Correlatin Value (R) | levels of relationship strength |
|---|---|
| 0,00-0,199 | Very weak |
| 0,20 – 0,399 | Weak |
| 0,40 – 0,599 | Enough |
| 0,60 – 0,799 | Strength |
| 0,80 – 1,00 | Very strength |

Source: Data Processing Result, 2024

The t test is used to test the significant influence of the independent variable (Online Mobile Attendance Application (Akku Mobile)) on the dependent variable (Employee Discipline). The rules for calculating the resulting calculated values are then compared with the table values at the real rate of alpha = 0.05 or 5% and a series of degrees of freedom (df) of N-2. After being compared, a decision is made using the following rules:

1. If the t count > ttable then it is stated that there is a significant influence.

2. If the value of t < t table then it is stated that there is no significant influence.

## RESULTS AND DISCUSSIONS

Based on the results of the validity of the number of questions on the questionnaire for the attendance application *mobile online* (Akku Mobile) as many as 14 (fourteen) questions and for employee discipline as many as 21 (twenty-one) questions. Based on data reliability, results

were obtained for attendance application questions *mobile online* (Akku Mobile) namely 0.780 and employee discipline, namely 0.832, in the questionnaire is above 0.7, which means the research results are reliable. So the results of data collection from the questionnaire distributed to 78 respondents were the attendance application *mobile online* (Akku Mobile) had the highest score of 64 while the lowest score was 52 employee discipline obtained the highest score of 96 while the lowest score was 78.

**Table 4.**
**T Test Result**

| | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| Model | | B | Std. Error | Beta | T | Sig. |
| 1 | (Constant) | 65,040 | 7,318 | | 8,888 | ,000 |
| | Online Mobile Attendance Application (Akku Mobile) | ,388 | ,129 | ,326 | 3,006 | ,004 |
| a. Dependent Variable: Employee Discipline | | | | | | |

Source: Data Processing Result, 2024

If you look at the results of t-test (Table 5) on the results of this study, it is found that there is a significant influence between the attendance application *mobile online* (Akku Mobile) with employee discipline where the result of t calculated 3.006 > t-table 1.992 in the t-test. The results of this research are in line with (Saifudin, 2018) that the online attendance system has a positive and significant influence on employee work discipline, whereas based on (Syahputri, 2017) the results of research through simple regression analysis show that the Online Attendance System has a moderate influence in the direction of which is positive and significant for employee work discipline. The results of this research are also in line with research (Syantika, 2022) that there is a positive and significant influence between online attendance (*Online*) on the work discipline of civil servant employees at the West Java Provincial Education Service. So it can be said that the online mobile attendance application (Akku mobile) has a big influence on employee discipline at the Indramayu Regency Inspectorate.

The online attendance system makes it very easy for leaders to monitor or see the level of employee discipline, because by using this system the resulting employee attendance data is very accurate and can be obtained at any time (real-time) anytime and anywhere as long as the area has an internet connection. Mobile Application (including the Akku Mobile Application) is an application that allows mobility using equipment such as a PDA, cell phone, or cell phone. By using mobile applications (including complete software specifications, displays, systems) you can easily carry out various activities ranging from entertainment, selling, studying, doing office work, browsing,  and so on (Surahman, 2017).

Furthermore, Heriawanto in (Faisal, 2016) stated that the implementation of manually filling in the attendance or attendance register (only in the form of an attendance register book), will create an obstacle for organizations to monitor employee discipline in terms of punctuality of arrival and departure times for employees every day. It is feared that this will reduce employee commitment to work and the organization.

**Table 5.**
**Correlation test (R) and Coefficient of Determination Test results (R$^2$)**

| Model Summary | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,326$^a$ | ,106 | ,094 | 3,584 |
| a. Predictors: (Constant), Online Mobile Attendance Application (Akku Mobile) | | | | |

Source: Data Processing Result, 2024

The value of the correlation test (R) obtained is 0,326. Based on relationship criteria that can be used as a general guideline, it shows that the application variable is attendance*mobile online* (Akku Mobile) and the employee discipline variable have a low relationship (weak) because the value is between 0.200-0.399. And it was found that the application was absent*mobile online* (Akku Mobile) has a 10.6% effect on employee H's discipline (R2), while the rest is explained by other factors outside this research. These results decrease when compared with research results (Syahputri, 2017) that the influence of online attendance is 18% on employee discipline. The research results also received a decreasing value when compared with the research results (Maisaroh, 2021) that presence *online* had an influence of 29% in improving the discipline of the State Civil Apparatus (ASN) at the Jambi City Ministry of Religion Office. As explained by Hasibuan (2020: 195), the factors that influence the level of employee discipline include goals and abilities, leadership example, remuneration, justice, immediate supervision (waskat), punitive sanctions, firmness and human relations.

By implementing an Online Attendance System without being accompanied by the factors mentioned above, employee work discipline will be less than optimal. For example, if the implementation of the Online Attendance System has been implemented well, but the work objectives assigned to employees are not in accordance with the abilities of the employees concerned (based on observations obtained in the midst of the Inspectorate's busy Annual Supervision Work Program (PKPT) and other tasks outside PKPT which must also be implemented), then the leadership does not set a good example.

Apart from that, the leadership does not have the courage and firmness to punish every employee who is not disciplined in accordance with the sanctions that have been determined, so of course employee work discipline will be less than optimal (based on observation results, the level of employee discipline is still not optimal, especially with regard to attendance discipline, namely there are still several employees who arrive late, there are still some employees who after taking attendance in the morning then leave again for personal interests, there are still employees who do not effectively utilize working time such as leaving the office when it is not time to go home, there are still employees who don't care even though they arrive late /does not consider punctuality of attendance important because the consequences/fines for such delays are in the form of small/insignificant deductions from performance allowances).

According to (Ghouzali, 2005), the implementation of work discipline can be seen from the compliance of employees, including obeying work hours when they enter and leave, complying with complete uniforms and participating in ceremonies and being polite in carrying out their duties. The same thing was also stated by (Amriany F. P., 2004)that aspects of work discipline include attendance, obedience to orders, compliance with regulations, work productivity and wearing uniforms. Of course, so that we can achieve maximum employee work discipline, we must understand other factors that influence employee work discipline. Employee work

discipline will increase when influencing factors have a harmonious and positive effect.

## CONCLUSIONS

Based on the research results obtained, it can be concluded that there is a positive and significant influence between the use of the online mobile attendance application (Akku Mobile) on employee discipline at the Indramayu Regency Inspectorate. Overall, the Online Mobile Attendance Application (Akku Mobile) has a weak correlation of 0.326 with employee discipline at the Indramayu Regency Inspectorate, so it can only explain 10.6% of the correlation with increasing employee discipline, while the remaining 89.4% is explained by other factors outside this research.

The Online Mobile Attendance Application (Akku Mobile) was officially implemented in 2021, which indicates that the application is quite successful according to its intended use, therefore regular evaluation and correction of all deficiencies must be carried out considering the importance of attendance and discipline of inspectorate employees who will be full of demanding work obligations. after the existence of risk-based PKPT. Therefore, it is recommended that further research be able to explain more and in more detail in order to explain other factors that influence work discipline to achieve organizational goals and analyze the success factors of the Online Mobile Attendance Application (Akku Mobile) in terms of its technology.

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