



The Influence Of Online Attendance On The Work Discipline Of Civil Servants In The Communication And Informatics Office (DISKOMINFO) Of The Northern Nias District North Sumatra Province

Azpriman Putra ¹, Fatolosa Hulu ²

^{1,2)} University Of Nias

Email: ¹⁾ putrapolem21@gmail.com, ²⁾ fatolosahulu@gmail.com

How to Cite :

Putra, A., Hulu, F. (2025). The Influence Of Online Attendance On The Work Discipline Of Civil Servants In The Communication And Informatics Office (DISKOMINFO) Of The Northern Nias District North Sumatra Province . EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis, 13(4). doi: <https://doi.org/10.37676/ekombis.v13i4>

ARTICLE HISTORY

Received [31 May 2025]

Revised [12 October 2025]

Accepted [16 October 2025]

KEYWORDS

Online Attendance, Work Discipline, Civil Servants.

This is an open access article under the [CC-BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) license



ABSTRACT

This study aims to examine the effect of the implementation of online attendance on the work discipline of civil servants (PNS) at the Communication and Informatics Office (DISKOMINFO) of North Nias Regency, North Sumatra Province. Work discipline is one of the important aspects in assessing the quality of civil servant performance, which is directly related to the effectiveness of public services provided to the community. Along with technological developments, the manual attendance system previously used has now been replaced with a digital or online-based attendance system, such as the SIMPEG application implemented at DISKOMINFO. This research uses a quantitative method with a survey approach, where data is collected through questionnaires distributed to DISKOMINFO employees. The independent variable studied in this research is the application of online attendance, while the dependent variable is employee work discipline. The data analysis technique used is statistical analysis to test the relationship between the two variables. The results showed that the implementation of online attendance has a significant positive effect on employee work discipline, with a t value of 4.524 (greater than t table 1.746) and a significance level of 0.000 (less than 0.05). In addition, regression analysis shows that the implementation of online attendance contributes 52% to improving employee work discipline. This research is expected to contribute to the development of a more efficient and effective attendance system in improving employee work discipline in the government. The application of online attendance has a positive and significant effect on the work discipline of civil servants.

INTRODUCTION

An indication of the progress of the times, or what is referred to as the “era of globalization” is the accelerated development of technology today. All regions of the world have been affected by globalization. The era of globalization has had a significant impact on many aspects of human life at all levels of society, including technology. Currently, technology has provided many benefits to mankind. Many humans utilize technology for different purposes including for the benefit of companies or government agencies. One of the countries that utilize technology is Indonesia. In this case the government participates in the utilization of technology. By utilizing existing technology, the Government can improve the quality of service to the community by presenting superior Human Resources.

Employee discipline is one aspect of the disciplinary mentality needed to produce superior human resources. Employee performance will undoubtedly be affected by discipline, and government agencies will be affected as a result. Gandhi (2017: 28) defines discipline as a sense of obedience and compliance with one's beliefs, including performing tasks that are considered an obligation. Disciplined employees are aware of their responsibilities at work. That way discipline has an important role in shaping employee morale and honesty. Discipline according to Davis (2016: 334) is the use of management to strengthen and implement organizational policies.

Attendance shows employee discipline. Employee attendance is a practice or behavior used by employees to indicate their presence or absence at work. A company or agency can use the attendance system as a means of disciplinary action. Many companies or organizations have attendance recording systems, including manual systems. However, the disadvantages of manual attendance are the possibility of recording errors, the time needed to record the number of violations, the absence of information about employee arrival and departure times, attendance manipulation, and even delegation of attendance to other employees. This makes it difficult for superiors to impose sanctions in accordance with regional regulation number 53 of 2010 concerning civil servant discipline.

Regarding the utilization of information technology within the North Sumatra provincial government, in accordance with Governor Regulation Number 48 of 2021, the government aims to build electronic-based governance in order to increase transparency and the quality of public services effectively and efficiently. With online attendance, companies or government agencies can find out the level of discipline of employees or employees while at work and are able to detect violations of absence committed by staff members, take appropriate action, and impose sanctions in accordance with Government Regulation Number 94 of 2021.

Online attendance is an internet-connected attendance recording system in the form of web-based and mobile software that connects databases in real time and accurately. Through this online attendance, employees can take attendance anywhere easily, flexibly and safely. Personnel attendance that is commonly used by government agencies is the Personnel Management Information System Application (SIMPEG). The Office of Communication and Informatics (DISKOMINFO) of North Nias Regency, North Sumatra Province is one of the many government agencies that implement the use of these applications.

SIMPEG is a Web-based application that can only be accessed by employees. Setyawan and Munari (2020) explain that web-based applications are applications that use the HTTP protocol which on the server side communicates through the client via a web server. The application on the client side is generally a web browser. Thus, internet-based applications run web-based applications (client/server-side scripts).

The Personnel Management Information System (SIMPEG) application is used by regional employees of the North Nias Regency to manage personnel data and operations. To support personnel administration, SIMPEG combines information technology, human resources, work practices, data processing, and employee data collection to provide fast, accurate, and complete

information. So, the SIMPEG application is a general application that is not only specialized as an attendance application so that researchers only focus on how much influence the implementation of online attendance has on employee work discipline.

In a case study researched by Gumohun, Sultan Nurr Alim, et al. (2024) in a study entitled "The Effect of Using Online Absences on ASN Work Discipline: Case Study at the Regional Secretariat of North Bolaang Mongondow Regency, North Sulawesi Province" suggests the results of the study show that there is a positive and significant influence between the application of android-based online absence electronic additional producer allowance (e-TTP) on the work discipline of the state civil apparatus (ASN).

Bara, Chuzaimah Batu, et al. (2022) in a study entitled "Analysis of Android-Based Online Attendance on Improving Employee Discipline and Performance at the PUPR Competency Development Center Region I Medan" stated the research results that the android-based online attendance system is very suitable to be implemented in a government agency.

LITERATURE REVIEW

Online Attendance System

Online attendance is a tangible form of the many innovations in terms of utilizing technology in the current era. Online attendance makes it easier for many users to record attendance and this method is very efficient and does not take time. This online attendance system allows employees in government agencies to register attendance quickly and accurately without the need to use attendance with manual methods. Online attendance is the process of recording attendance through the use of the latest technology and cloud systems that are connected to a real-time database. As long as there is an internet connection, the online attendance system can continue to be reached. In addition, online attendance can create very appropriate information because time and attendance data are processed and summarized clearly by the system. Online attendance is very important for all government agencies because it allows government agencies to check or monitor employee discipline. Some of the benefits of implementing online attendance include:

1. Make it easy for employees who want to do attendance far from the workplace.
2. Make it easy for employees when going to apply for leave.
3. Obtaining fast information to employees of companies or government agencies when the work process is in progress.

Thus, companies or government agencies will find it easier to evaluate their personnel, and with online attendance can result in an increase in the quality of government agencies.

Discipline

"Discipline is a person's willingness accompanied by his own understanding to comply with the rules that apply in an organization," Handoko in Sinambela (2016: 334). Discipline according to Gandhi (2017: 28), is a sense of obedience and conformity to the principles upheld, including carrying out certain tasks that are considered as one's obligations. According to Davis (2016: 334), discipline is the use of management to strengthen and implement organizational policies. Discipline according to Moenir in Ardianyah (2013: 904) is a way of obeying established rules, both written and unwritten. Afandi (2018: 12) asserts that managers use discipline as a tool to try to increase a person's knowledge and willingness to follow all company rules and relevant social norms.

Work Discipline

Work discipline is a communication strategy between managers and employees that aims to increase employees' knowledge and willingness to comply with company policies and relevant social standards, according to Rivai and Sagal (2014: 825). The ability to work consistently, diligently, and comply with applicable regulations without violating them is known as work discipline, according to Hasibuan (2017: 112).

Work discipline according to Sinambela (2016: 335) is the knowledge and readiness of employees to comply with all organizational rules and relevant social conventions. According to Asyar (2016: 56), work discipline is obedience in carrying out the rules required or anticipated by an organization or agency so that each worker can carry out his duties in an orderly and smooth manner.

Work discipline according to Lijian Poltak Sinambela's book (2012: 239) is the ability to work continuously, diligently, and regularly and obey the rules set without breaking them. Afandi (2018: 18-19) mentions several categories of work discipline as follows:

1. Preventive Discipline

To prevent violations of organizational regulations, preventive discipline is applied. The goal is to instill discipline in employees and ensure that they comply with established standards and regulations.

2. Corrective Discipline

The purpose of corrective discipline is to deal with violations of applicable rules, make it better for the future, and ensure that the rules are followed in accordance with applicable company norms.

3. Progressive Discipline

Providing more severe punishment for repeated offenses.

Mangkunegara (2014) identifies three (3) categories of disciplinary action, which are as follows:

1. Preventive Discipline

The purpose of preventive discipline is to foster self-discipline by encouraging employees to comply with rules and guidelines to avoid violations. Preventive discipline does not involve coercion.

2. Corrective Discipline

Actions taken to address violations of applicable rules by employees and stop future violations.

3. Progressive Discipline

The act of repeating a mistake that causes severe punishment. Progressive Discipline can be carried out in the following ways:

- a. Oral warning, if it happens again
- b. Written warning, if repeated the employee will receive a bad record.
- c. Suspension for one week if it occurs again.
- d. Suspension for one month if it occurs again.
- e. The employee is dismissed.

METHODS

The research method used in this research is quantitative research with a survey approach. Quantitative research aims to test the relationship between the variables studied through numerically measured data. In this study, data were collected using a questionnaire as the main instrument.

The questionnaire was designed to collect information related to online attendance as the independent variable and work discipline of civil servants at the Communication and Informatics

Office (Diskominfo) of North Nias Regency as the dependent variable. Data collection was conducted using a survey technique, in which respondents were asked to answer a series of questions relating to the two variables.

Furthermore, the data obtained will be analyzed statistically to see the relationship between the independent and dependent variables. The survey method allows researchers to describe the situation that occurs more objectively and provides a clear picture of the phenomenon being studied. With this approach, the research results are expected to provide a better understanding of the effect of online attendance on the work discipline of civil servants in government agencies.

In this study, the research variables consisted of two main categories, namely the independent variable and the dependent variable. The independent variable in this study is online attendance, which can influence or determine the level of work discipline of civil servants. Online attendance is the main focus because this policy is considered to facilitate supervision and improve employee discipline in carrying out their duties. Meanwhile, the dependent variable is the work discipline of civil servants at the Communication and Informatics Office of North Nias Regency, which is influenced by online attendance.

The work discipline of civil servants includes aspects of punctuality, regularity and responsibility in carrying out their duties. The influence between these two variables will be analyzed using statistical methods to determine the extent to which online attendance can affect employee work discipline in the agency. The understanding gained from this research can contribute to improving the efficiency and productivity of employees at the Communication and Information Agency of North Nias Regency.

The survey method used in this study allows researchers to collect data from a large number of respondents in a relatively short time. In a quantitative approach, the data obtained will be analyzed using statistical techniques, so that the results can be obtained objectively and measurably.

Quantitative research with a survey approach also allows researchers to draw broader conclusions based on representative data. In this case, the results of the statistical analysis are expected to provide deeper insight into the effect of online attendance on the work discipline of civil servants, as well as provide useful recommendations for related parties in improving the attendance system and employee discipline.

Thus, this research will not only provide information about the phenomena that occur, but also provide a strong basis for decision making related to attendance policies in government agencies

RESULTS

Validity Test

The validity test is a test that aims to allow researchers to determine whether each statement in the questionnaire is correct or not. To carry out the validity test, namely by comparing the r count with the r table at the degree of freedom (df) = $n - 2$ with a total of 19 respondents so that the amount of df can be obtained as a result of $19 - 2 = 17$. $df = 17$ and $\alpha = 0.05$ obtained the result of r table = 0.482. if the value of r count > r table and the value is positive, then each question or indicator can be considered valid. The following is a table of validity test results:

Table 1. Validity Test Results

Variable	Dimension	Inquiry	r count	r table	Description
X	a. Increase Productivity	X1	.633	0.455	Valid
		X2	.682	0.455	Valid
		X3	.827	0.455	Valid
	b. Practical	X1	.802	0.455	Valid
		X2	.746	0.455	Valid
		X3	.698	0.455	Valid
	c. Efficient	X1	.777	0.455	Valid
		X2	.697	0.455	Valid
		X3	.691	0.455	Valid
	d. Transparency	X1	.561	0.455	Valid
		X2	.496	0.455	Valid
		X3	.615	0.455	Valid
	e. High Level of Security	X1	.537	0.455	Valid
		X2	.631	0.455	Valid
		X3	.777	0.455	Valid
Y	a. Presense Of	X1	.737	0.455	Valid
		X2	.678	0.455	Valid
		X3	.793	0.455	Valid
		X4	.667	0.455	Valid
	b. Asherence to work standards	X1	.725	0.455	Valid
		X2	.687	0.455	Valid
		X3	.745	0.455	Valid
		X4	.619	0.455	Valid
	c. High level of alertness	X1	.619	0.455	Valid
		X2	.583	0.455	Valid
		X3	.616	0.455	Valid
		X4	.709	0.455	Valid
	d. Work Ethically	X1	.582	0.455	Valid
		X2	.620	0.455	Valid
		X3	.614	0.455	Valid

It can be noted in the table above, all indicators of variable (X) and variable (Y) research measuring instruments are considered valid, because the validity test of the research instrument using the questionnaire set has a value of $r > r$ table (0.455) in each statement.

Reliability Test

Reliability test is a method used to measure a questionnaire which is a component of an indicator of a variable or construct. Researchers use the Cronbach Alpha method > 0.60 to determine the reliability value. The reliability test results can be seen in the following table:

Table 2. Reliable Test Results

Variable	Cronbach Alpha	Description
X	0.764	Reliabel
Y	0.762	Reliabel

As seen in the table above, all statements or instruments of the ASN work discipline variable are considered reliable because they have a Cronbach alpha value of $0.762 > 0.60$ and all questions or instruments of the online attendance application variable are declared reliable because they have a Cronbach alpha value of $0.764 > 0.60$.

Normality Test

The purpose of the normality test is to verify whether the data is regularly distributed or not. A one-sample Kolmogorov-Smirnov test with a significance level of 0.05 can be used to conduct the normality test. If the sig is greater than 0.05, the data is considered regularly distributed; if the sig is less than 0.05, the data is considered not regularly distributed. The results of the normality test can be seen in the following table:

Table 3. Normality Test Results

Model	Unstandardized Residual		Description
	Kolmogorov – Smirnov	Asymp.sig	
Application of online attendance	0.793	0.556	Normal

The Normality Test results display a significant probability value (asymp.sig) of 0.556 and a Kolmogorov-Smirnov value of 0.793. As a result of the p value or Asymp.sig < 0.05 ($0.556 > 0.05$), the data can be considered regularly distributed, so the research regression model is proven to have a normal distribution.

Multiple Linear Regression Test

The impact of one independent variable on one dependent variable was ascertained using a simple linear regression test. The application of online attendance is an influencing variable, while the dependent variable is the work discipline of civil servants. The formula used is:

$$Y = a + bX$$

Description:

Y = Work discipline

a = Constant Variable

b = Direction number or regression coefficient Work discipline

X = Implementation of online attendance

The simple linear regression test obtained the following results:

Table 4. Simple Linear Regression Test Results

Model	Unstandardized Coefficient		Standardized Coefficient
	B	Std.Error	Beta
Konstanta (a)	32.902	5.536	-
Implementation of Online attendance	0.420	0.093	0.739

The regression equation model can be made as follows using the spss results shown above:

$$Y = 32.902 (a) + 0.420 (X)$$

The results of the simple linear regression equation above can be described with an explanation, among others:

1. The constant result of 32.902 indicates that ASN Work Discipline (Y) will remain at 32.902 even though the independent variable, namely the Implementation of Online Attendance (X) is 0 (zero).
2. Implementation of Online Attendance (X) has a positive regression coefficient of 0.420 which means that ASN Work Discipline (Y) will increase by 0.420 for every one unit increase in the Online Attendance Implementation variable.

T Test

The t test is used to determine the effect of each independent variable on the dependent variable. The t test in this study compares the estimated t count with the t table and uses a significance value of 0.05. The independent variable has a significant effect on the dependent variable if t count is greater than t table and the significance value is less than 0.05. The t test results are shown as follows:

Table 5. Result of t test

Model	T	Sig	Description
Konstanta (a)	5.943	0.000	-
Implementation of online attendance (X)	4.524	0.000	Positive and significant

The table above displays a t value of 4.524 with a significance value of 0.000. The hypothesis is proven by the t table value (formula $df = n - k - 1$ or $df = 19 - 2 - 1 = 16$) of 1.764 and a significance value of $0.000 > 0.05$ which illustrates that the implementation of online attendance affects the work discipline of civil servants.

R² Test

The coefficient of determination (R²) analysis is a test that measures how good a model is by taking into account variations in the independent variable. The following table shows the results of the coefficient of determination (R²) analysis:

Table 6. Results of Analysis of the Coefficient of Determination (R²)

Model	R	<i>R.Square</i>	<i>Adjust R. Square</i>	<i>Std. Error of the Estimate</i>
1	0,739	0,546	0,520	3,497

The results of the calculation of Adjust R. Square (R²) described above are 0.520 or 52%. This shows that the application of fingerprint attendance as an independent variable can affect 52% of the variation in the dependent variable, namely ASN work discipline. However, the remaining 48% is influenced by other factors not included in this study.

DISCUSSION

The online attendance implementation variable that is partially evaluated produces a t value of 4.524 > t table 1.746 and a significance level of 0.000 < 0.05 in accordance with the results of the research that has been conducted. The value of b = 0.420 is a multiple linear regression analysis. The results of the researcher's analysis of data processing and hypothesis calculation show that the application of online attendance has a positive relationship of 73.9% with the work discipline of civil servants at the Office of Communication and Information Technology (DISKOMINFO) of North Nias Regency, North Sumatra Province. There is a 52% influence, which means it is very significant on the work discipline of civil servants. This is also supported by the determinant value or R Square of 54.6%.

Based on the research results, the positive and significant number of fingerprint attendance implementation variables indicates that ASN work discipline can be improved by fulfilling the requirements for online attendance implementation which includes increasing productivity, practicality, efficiency, transparency, and security levels. The online attendance implementation variable has 15 questions and 5 dimensions in accordance with the statement items on the questionnaire. The highest mean value is in the transparency indicator, namely the statement "The level of transparency of attendance information provided by the online attendance system affects the work atmosphere and trust between fellow employees".

The application of online attendance has a very positive and significant effect on the work discipline of civil servants. Employee attendance, adherence to work standards, high levels of vigilance, and ethical work ethics show that these factors improve the work environment and foster high mutual trust, which in turn will affect employee performance. In an effort to build and improve employee discipline, attendance and attendance are very important. In evaluating performance, salary, productivity or overall agency progress, accurate and comprehensive attendance data can be taken into account.

Workers who have a high level of discipline are those who are responsible for everything. Raising employee awareness and changing behavior to conform to laws and agency regulations, as well as social norms, is another goal of work discipline. The emergence of online attendance has a major influence on work discipline because there is a component of attendance assessment according to the provisions of civil servant working hours and an element of calculating the amount of performance allowance through the SIMPEG application system.

Employees become the main operators in the SIMPEG application to calculate attendance, pay performance allowances, conduct performance reporting, set employee work targets (SKP), and evaluate ASN performance in the work unit. To provide detailed management of employee performance in agencies or work units, including online attendance, the SIMPEG application system was developed in the government. Thus, through the Electronic E-Kinerja Application System, all ASN attendance can be obtained quickly, and also accelerate the process of cumulative recapitulation of all ASN absences based on needs per month, quarter, semester, and year.

Furthermore, employees of the Communication and Informatics Service (DISKOMINFO) of North Nias Regency, North Sumatra Province are required to carry out their responsibilities, namely completing the assigned tasks and based on their own awareness. Unfair supervision patterns and heavy sanctions from superiors are reasons for employees to come and go home outside working hours.

Therefore, employees must set an example by coming to work or leaving work according to schedule and not taking time off to take care of personal matters. The results of previous research support the results of this study. Namely "The Effect of Using Online Attendance on ASN Work Discipline: Case Study at the Regional Secretariat of North Bolaang Mongondow Regency, North Sulawesi Province" found that the application of online attendance based on electronic additional income allowance (e-TTP) android has a positive and significant effect on the work discipline of civil servants.

CONCLUSION

In accordance with the results of research on this subject matter, it can be concluded that the application of online attendance has a positive and significant effect on the work discipline of civil servants at the Office of Communication and Information Technology (DISKOMINFO) of North Nias Regency, North Sumatra Province. This is because the t value is $4.524 > t$ table 1.746 with a significant value of $0.000 < 0.05$ and the regression coefficient value is 0.420 or positive which means H1 is accepted.

Based on the regression coefficient of 42%, every 1% increase in the utilization of online attendance, work discipline will increase by 42% and vice versa. A one-time decrease is expected to result in a decrease in work discipline by 42%. Therefore, from the results of data analysis testing, it can be concluded that the application of online attendance has a positive or unidirectional effect on the work discipline of civil servants.

SUGGESTION

Theoretical suggestions that can be conveyed based on this research are that the work discipline of Civil Servants (PNS) at the Communication and Informatics Office (DISKOMINFO) of North Nias Regency, North Sumatra Province can be improved by implementing a more structured online attendance. The implementation of online attendance is proven to have a positive impact on improving employee discipline because this system can measure attendance more accurately and transparently.

This is in line with the frequency of electronically recorded attendance, which allows for more efficient monitoring. Therefore, the implementation of the online attendance system needs to be continued to maintain and improve the quality of employee work discipline, especially in order to ensure that employee attendance is recorded honestly and on time. For this reason, the organization also needs to continue to evaluate and improve the attendance system used to make it more optimal.

In addition, a practical suggestion to consider is the importance of security in online attendance systems, especially in terms of protecting attendance data that cannot be falsified. An attendance system that uses facial recognition or fingerprints as a verification tool can

improve the accuracy of attendance data and reduce the possibility of manipulation. Therefore, the use of facial and fingerprint recognition technology in online attendance should be continued and even strengthened so that it is not only efficient, but also more secure and reliable. In addition, for future researchers, it is recommended to examine other variables that may also affect the work discipline of civil servants or try different research methods to get a broader perspective.

REFERENCES

- Azizah, Syafira Nurul, Berlintina Permatasari and Emi Suwarni. (2022). "The Effect of Fingerprint Attendance Implementation on Work Discipline of State Civil Apparatus in the Goods / Services Procurement Section of the Bandar Lampung City Secretariat". In *Smart: Strategy of Management and Accounting through Research and Technology Volume 2 No.1.* (pp. 67-77). Management, Universitas Teknokrat Indonesia.
- Bara, Chuzaimah Batu, Aisyah Citra Dewi and Nurul Hidayah. (2022). "Analysis of Android-Based Online Attendance on Improving Employee Discipline and Performance at the PUPR Region I Medan Competency Development Center". In *Journal of Creative Student Program Volume 6 No.2.* (pp. 202-213). North Sumatra State Islamic University.
- Dessler, G., & Randolph, A. (2020). *Human Resource Management*. Pearson.
- Djollong, Andi Fitriani. (2024). "Quantitative Research Implementation Techniques". In *ISTIQR'A' Volume 2 No.1.* (pp. 86-100). Faculty of Islamic Religion, University of Muhammadiyah Parepare.
- Farisi, Salman, Juli Irnawati and Muhammad Fahmi. (2020). "The Effect of Motivation and Work Discipline on Employee Performance". In *Journal of Humanities Volume 4 No.1.* (pp. 15-33). Faculty of Economics and Business, University of Muhammadiyah North Sumatra, Medan.
- Gofur, Abdul. (2019). "The Effect of Service Quality and Price on Customer Satisfaction". In *JRMB: Journal of Management and Business Research Volume 4 No. 1.* (pp. 37-44). UNIAT Faculty of Economics.
- Gumohung, Sultan Nur Alim, Mohamad Agus Salim Monoarfa and Endi Rahman. (2024). "The Effect of Online Absence on ASN Work Discipline: Case Study at the Regional Secretariat of North Bolaang Mongondow Regency, North Sulawesi Province". In *Economics and Digital Business Review Volume 5 No.2.* (pp. 376-385). Management, Gorontalo State University.
- Ismail, Taupik and Ramayani Yusuf. (2021). "The Effect of Service Quality on Customer Satisfaction of Indihome Gegerkalong Office in Bandung City". In *JIMEA: MEA Scientific Journal (Management, Economics, and Accounting) Volume 5 No.3.* (pp. 413-423). Polytechnic of Piksi Ganesha, Bandung.
- Nisa, Syam Putri Nur Fahrur. (2023). "The Influence of Employee Absence Rate and Work Environment on the Performance of Civil Servants and Honorary Staff of the South Sulawesi Provincial DPRD During the Covid-19 Pandem". (Thesis, Faculty of Economics and Biniss, University of Muhammadiyah Makassar)
- Pahlawati, Enah, et al. (2022). "The Impact of Job Stress and Work Discipline on the Performance of Bogor City Hospital Employees during the Covid-19 Pandemic". In *Reslag: Religion*

Education Social Laa Roiba Journal Volume 4 No.1. (pp. 101-119). Laa Roiba National Institute of Islamic Religion Bogor.

Safudin, Mahmud. (2018). "The Effect of Online Attendance Implementation on Employee Discipline at Purple Express Laundry Jakarta". In Journal of Scientific Studies Volume 18 No.2. (pp.104-109). Bhayangkara University, Greater Jakarta.

Sugiana, Sri Damaianti Rahmat, Uus Mohammad Darul Fadli. (2023). "The Effectiveness of Implementing SIMKES KHANZA Online Attendance in Improving Employee Work Discipline at the Amanah Clinic". In Journal of Economina Volume 2 No.8. (pp. 1927-1935). University of Buana Perjuangan Karawang.

Syahputri, Addini Zahra, Fay Della Fallenia, and Ramadani Syafitri. (2023). "Quantitative Research Thinking Framework". In Tarbiyah: Journal of Education and Teaching Volume 2 No.1. (pp. 160-166). STAI UISU Pematangsiantar.