

## Development of Presence Administration Information Model System

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**Abstract:** *Presence administration is a series of attempts to conceptualize what is meant by administration, how to improve the things that administration does, and how to determine the urgency of what public administrators should do. The Presence System is a system application to measure employee performance by collecting a database that functions to support monitoring and performance appraisal as well as to improve the effectiveness and efficiency of services in decision making or decision support systems. The Regional Apparatus Work Unit is the executor of executive functions that must be coordinated so that government administration runs well. The legal basis that has been in effect since 2004 for the formation of SKPD is Article 120 of Law No. 32 of 2004 concerning Regional Government. The TKT in this study is the level of development level 6. The research method used is a qualitative research method with a case study approach. In qualitative analysis, case studies use variable analysis tools that have been linked and then analyzed based on observations and interviews. Data collection techniques consisted of literature studies, field studies of the Bandung City Industry and Trade Office, Buah Batu District, Bandung City Research and Development Agency, Bandung City Education and Training Agency, and Regional Secretariat Empowerment Organizations in Bandung City. from Bandung. About Information System for Institutional Presence Administration through observation, interviews, focus group discussions and documentation studies. The target of this research is to make e-RK services in accordance with the Manpower Act. The output is the creation of an electronic performance model based on additional income, which, of course, can be integrated with the main tasks and functions, models, and then intellectual property rights and textbooks.*

**Keywords:** *attendance system, character, performance*

### Introduction

Attendance using a signature or inputting an employee ID card is a presence administration system used in the Bandung City Regional Work Unit (SKPD), which allows employees to manipulate arrival data or entrust their ID cards as a sign of their fictitious presence, making employees very inaccurate and disciplined. The problem is suspected to be due to the low level of information

systems that have not been implemented in accordance with information system indicators such as the Technology Block and Database Block.

Over time, work discipline is not a top priority for most of mankind. Many employees in Indonesia, especially in the Bandung City Regional Work Unit (SKPD), are more concerned with their personal interests and ignore work discipline because of the weak presence

administration system in Indonesia.

The Regional Apparatus Work Unit is the executor of executive functions that must be coordinated so that government administration runs well. The legal basis that has been in effect since 2004 for the formation of SKPD is Article 120 of Law No. 32 of 2004 concerning Regional Government.

The formulation of the problems in this study are:

1. How can the development of the Presence Administration Information System change the character of ASN in Bandung?
2. How can the development of an attendance administration information system improve performance?
3. How can ASN performance impact E-RK?

The urgency in this study establishes a continuation of previous studies where SIAP (Presence Administration Information System) has only partially changed the attitude of ASN, which is expected from this research in the future. It is necessary to develop a SIAP model that can simultaneously change the character based on performance. ASN, of course, with the SIAP, is not only afraid because of the reduction in performance remuneration but also because it makes it attached to every individual ASN. Therefore, I, as a researcher, want to see how the development of this SIAP model is to be more simultaneous and have an impact on performance, which, of course, becomes a habit that is embedded in the ASN soul.

The hypothesis in this study is that the development of the SIAP model can determine the character of ASN based on

performance. The above hypothesis is a research hypothesis that is verbal and substantive, meaning that it cannot be tested. Therefore, it must be translated into statistical hypotheses that are operational as follows:

1.  $H_0$  ; = 0, meaning SIAP Model Development: Performance-Based ASN Character = 0, SIAP Model Development (X) ASN Character (Y) means SIAP Model Development on Performance-Based ASN Character. There is no difference in influence.
2.  $H_1$ : 0, meaning that the SIAP Model Development: ASN Character 0, meaning that the SIAP Model Development on the Performance-Based ASN Character has a different effect.

An information system is a system within an organization that meets the needs of daily transaction management, supports operations, managerial, and strategic activities of an organization, and provides certain outside parties with the required reports. As stated in his opinion, Adinoto (2013), that:

According to Yakub (2012: 20), an information system is an arrangement consisting of several components or elements, namely input blocks, model blocks, output blocks, technology blocks, and a database (database block). The theory of administration in question is a series of attempts to conceptualize what is meant by administration, how to improve the things that administration does, how to determine what public administrators should do, and why people behave in certain ways in an administrative situation and in what ways. Is the government apparatus structured and coordinated to achieve predetermined

goals? The administrative elements, according to Anggara (2012:29), say that:

1. Organization, which is a forum for all cooperative business activities.
2. Management, namely the activity of moving a group of people and mobilizing work This includes planning, decision-making, guidance, coordination, supervision, improvement, and improvement of the structure and work procedures.
3. Communication, namely delivering news and transferring ideas from one person to another in the context of realizing cooperation.
4. Personnel, namely the arrangement and management of the necessary employees.
5. Finance, namely the processing aspects of financing and financial accountability.
6. Supplies, namely planning, procurement, and regulation of the use of goods for work
7. Administration, which includes gathering, recording, processing, delivering, and storing various types of information.
8. Public relations, namely the realization of good relations and support from the community for cooperative

The Presence System is a system application to measure employee performance by collecting a database that serves to support monitoring and performance appraisal as well as to improve the effectiveness and efficiency of services in decision making or decision support systems. An attendance system that uses QR codes and web- and mobile-based permits is a type of information

system that is used to solve attendance issues. A QR Code is usually used to store data in the form of text, be it numeric, alphanumeric, or binary code. QR Codes are widely used for commercial purposes and usually contain URL links to certain addresses or just text containing advertisements, promotions, and others (Nugraha et al., 2011).

In general, the implementation and development of education at Pasundan University refers to the Pasundan University Strategic Plan for 2013–2017. The strategic plan is prioritized to achieve the vision and carry out future missions, namely the achievement of improving the quality of educational outcomes, research and community service through improving the quality of inputs and process quality supported by the development of managerial abilities of academic and administrative leaders; improving the welfare of lecturers and administrative staff; and increasing the number of and quality of supporting facilities.

Therefore, the road map of this research shows that at the beginning of 2015 the researchers had researched on coordination, then in 2017 the organizational design, and in 2018 a comparison of the performance of the two services. The following year, in 2019, related public service information systems from transportation, and also trade, related to integrated transportation. which will improve the performance of trade, industry, and also cooperatives, which will result in the existence of products. integrated services so that research is expected to produce an excellent or excellent public service information system. Attendance

Administration Information System is comprised of input, model, output, technology, and database blocks.

**Method**

The research method used is a combination research method using The reliability test in this study was carried out by the instrument carried out with the Alpha formula, as follows: The Concurrent Triangulation Model, the combination method model. This method is said to be concurrent triangulation—a mixture of quantitative and qualitative in a balanced manner—because of the use of a balanced combination method, characterized by quantitative data analysis in the first stage and followed by qualitative data analysis in the second stage, or vice versa, balanced in terms of quality and quantity.

The data collection techniques used in this research are library research and field studies. The field study includes several techniques, namely observation, interviews, coding, FGD, data and data sources.

**Results and Discussion**

**Validity test**

Data analysis used by researchers for data management is to use Spearman rank correlation analysis to test data validation using the following formula:

$$r_{s12} = \frac{\sum_{i=1}^n R(X_i)R(Y_i) - n(\frac{n+1}{2})^2}{\sqrt{[\sum_{i=1}^n R^2(X_i) - n(\frac{n+1}{2})^2][\sum_{i=1}^n R^2(Y_i) - n(\frac{n+1}{2})^2]}}$$

**Reliability test**

The reliability test in this study was carried out by the instrument carried out with the Alpha formula, as follows:

$$r_{11} = (\frac{k}{k-1}) \cdot (1 - \frac{\sum S_i^2}{S_t})$$

Then tested with the instrument reliability test is carried out with the Pearson product moment correlation formula, namely:

$$r_b = \frac{n(\sum XY) - (\sum X) \cdot (\sum Y)}{\sqrt{[n \sum X^2 - (\sum X)^2] \cdot [n \sum Y^2 - (\sum Y)^2]}}$$

With the following results:

Variable	Reliability Value	Reliability Criteria	Information
READY Model Development	0.818	0.6	Reliable
Performance based character	0.818	0.6	Reliable

Based on the table above, it shows that the standardized item alpha on the SIAP Model Development variable and the Performance-Based Character variable is in the standard reliability index, meaning that the data is stated to be measurable. Thus, the indicators of SIAP Model Development as an analytical tool used to measure the performance-based ASN character variables are appropriate.

**Regression Test**

The regression test in this study uses the following formula:

$$a = \frac{(\sum y_i)(\sum x_i^2) - (\sum x_i)(\sum x_i y_i)}{n \sum x_i^2 - (\sum x_i)^2}$$

$$b = \frac{n \sum x_i y_i - (\sum x_i)(\sum y_i)}{n \sum x_i^2 - (\sum x_i)^2}$$

Source: quoted by Imas sumiati in statistics book (2015:59)

With the following research results:

**Regression Coefficient Test**

a. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.677 <sup>a</sup>	.459	.435	2.759

a. Predictors: (Constant), TSSISTEM

b. Model Test Table ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	148.353	1	148.353	19.488	.000 <sup>b</sup>
	Residual	175.087	23	7.612		
	Total	323.440	24			

a. Dependent Variable: TSKINERJA

b. Predictors: (Constant), TSSISTEM

c. Table of Regression Equations Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.571	7.665		3.336	.003
	TSSISTEM	.640	.145	.677	4.415	.000

a. Dependent Variable: TSKINERJA

Dependent Variables: Performance- Based ASN Character

The table above shows that in column B the constant value (a) is 25.571 while the regression direction coefficient of X (b) is 0.640 so that the regression equation can be written as follows:

$$Y' = a + bX \text{ or } Y' = 25.271 + 0.640 X$$

Work management

An ASN must have good character because it acts as a public servant. Therefore, it is necessary to have an indicator that becomes a benchmark or guide for an ASN. At this time, the code of conduct is known as BERAKHLAK. This code of conduct must be carried out with full responsibility. The components of it are as follows:

1. Service-oriented, is committed to providing excellent service for the community.
2. Accountable is responsible for the trust given.
3. Competent means constantly learning and developing new skills.
4. Harmonious, considerate, and respectful
5. Loyalty, dedication, and putting the interests of the nation and state first.
6. Be adaptable, continue to innovate, and be enthusiastic about moving or facing challenges.
7. Collaborative, building synergic operation.

ASN development efforts are also outlined in the road map of the National Medium-Term Development Plan (RPJMN). From 2005 to the present, these development efforts have gone through 3 stages, namely: Good Governance, Bureaucratic Reform, and Merit System, and are now running at the Classy Bureaucracy stage. From this ongoing stage, it is expected to be able to form smart ASN who have integrity, a nationalistic spirit, professionalism, global insight, competence in IT and foreign languages, are friendly, networkable, and entrepreneurial in nature, so as to realize world-class government in 2024. We have now entered the Era of Disruption. In this era of disruption, innovations and massive changes occur that fundamentally change all existing systems, arrangements, and landscapes in new ways. The ability to be literate, innovate, collaborate, and move quickly must be owned by every individual who does not want to be left

behind. According to Professor Klaus Schwab, there are several things that need to be understood in order to respond to the challenges of this era of disruption, including the following:

1. Raising the awareness scale and speed of a leader.
2. Describe current issues and provide innovative responses to them.
3. It serves as a platform for public-private collaboration to address challenges and unlock potential.

In this regard, in 2025, there will be at least 10 skills that must be possessed by every individual to face this era of disruption. Based on the 2020–2024 RPJMN, there are 4 points of strengthening in the implementation of ASN management.

1. Application of ASN's national talent management
2. ASN Merit System Upgrade
3. Simplification of Echelonization (Bureaucracy)
4. Positioning of functional positions

### **Performance Management Advocacy and Outreach**

Based on a survey in 2020, the city of Bandung is included in the category of the best city in ASN development efforts, with an attitude that is instilled in integrity, professionalism, cooperation, and good public service. Through the MANGBAGJA (Performance Bandung Management) application, individual performance, institutional performance, and city government performance are assessed and evaluated. This aims to assist in talent mapping, talent development, and also the preparation of superior leadership in the Bandung City

Government. Therefore, the MANGBAGJA application must always be updated as a support for the performance management system, so as to create a high-performance culture in Bandung city government practices.

### **Strategic Environmental Challenges**

The strategic environment can be defined as a situation involving internal and external states, both static (trigatra) and dynamic (pancagatra), that affects the achievement of national goals. There are four things that have become challenges in the current strategic environment, including:

1. Privatization is becoming increasingly popular.
2. Technological developments and innovations, especially
3. Customer demands for increased quality
4. Globalization and free trade.

Based on the challenges that might occur, it can be said that the current state of the strategic environment itself is experiencing many changes that occur very quickly, unexpectedly, and are influenced by many factors that are difficult to control. Truth and reality become very subjective. This term is called VUCA (Volatility, Uncertainty, Complexity, and Ambiguity).

A change occurs when someone changes or interferes with an existing system. We know this as disruption. In a more complete sense, disruption is a disturbance or problem that interferes with an event, activity, or process. In the current era, there are 3 types of disruption that become the "Domino Effect", namely: Digital Disruption, Millennial Disruption, and Pandemic

Disruption. This, of course, has an impact on all sectors, one of which is the government sector, especially in the PNS/ASN performance system.

The disruption that occurs is a future challenge for the bureaucracy, meaning that every ASN/PNS must instill the concept of Agile Bureaucracy in themselves because change will continue to exist in service to the community. This change occurred partly because the needs and preferences of the community increased. So how can these ASN/PNS become agile and adaptive bureaucrats?

### Conclusion

In this study, it was found that the assessment or assessment of ASN had been done electronically, with commitment, leadership in good government administration, job evaluation, availability of an assessment or assessment center, availability of an electronic-based performance system (E-RK), and covered by mayoral regulations. The diversity of employee potential is also very measurable. Community guidance to the community has been carried out in accordance with procedures. There are several components known as moral, service-oriented, accountable, competent, harmonious, loyal, adaptive, and collaborative.

Based on the results of the research, the development of the attendance administration system in the Bandung City Government is very dependent on the SKPD or OPD. Each cannot be equated, related to the workload and also the main tasks of the function because the research results show that in Bapelitbang the task of the focal function/work volume is much

higher than in other OPDs. This causes the remuneration system to be based on work output. The system must be adaptive to work outputs so that the principle of work flexibility during the COVID period is very decisive on the work-based output. The overall presence should no longer be seen. The system should be fair. When there is an excess of work, a reward is given, not only if there is a shortage, a warning is given. Local governments must adapt to this new age of the Fourth Industrial Revolution and digitalization.

1. Resident services as needed
2. entire government paradigm
3. Data integration for public services
4. Service applications based on inter-operability

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In this regard, of course, it is

necessary to find a solution so that it can be resolved. Digitalization creates opportunities and challenges that test the government's ability. Therefore, the government is required to adapt quickly. Thus, digital economies and societies require digital governance.

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