ABSTRAK

Mora Al Hady Ahsyar Siagian, NPM: 71220312062, Pengaruh Efektivitas Penerapan Absensi Berbasis Teknologi dan Disiplin Terhadap Kinerja Pegawai ASN Di Dinas Lingkungan Hidup Kabuaten Asahan. Dibimbing oleh: Ibuk Dr.Sri Gustina Pane.S.E.,M.Si. Sebagai Pembimbing I dan Bapak M. Tahir.,S.E.,M.M. Sebagai Pembimbing II. Skripsi, 2026.

Pada penelitian ini dilakukan pada Kantor Dinas Lingkungan Hidup Kabupaten Asahan, yang bertujuan untuk mengetahui Pengaruh Efektivitas Penerapan Absensi Berbasis Teknologi dan Disiplin Terhadap Kinerja Pegawai ASN di Dinas Lingkungan Hidup Kabupaten Asahan. Dengan rumusan masalah: (1) Apakah ada pengaruh efektivitas penerapan absensi berbasis teknologi terhadap kinerja pegawai ASN di Dinas Lingkungan Hidup Kabupaten Asahan. (2) Apakah ada pengaruh disiplin terhadap kinerja pegawai ASN di Dinas Lingkungan Hidup Kabupaten Asahan. (3) Pengaruh Efektivitas Penerapan Absensi Berbasis Teknologi Dan Disiplin Terhadap Kinerja Pegawai ASN Di Dinas Lingkungan Hidup Kabupaten Asahan. Teknik pengumpulan data menggunakan kuesioner. Dalam pengambilan sampel menggunakan teknik *simple random sampling*, dengan total sampel 38 responden. Metode yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Analisis data yang digunakan adalah analisis deskriptif dengan program Partial Least Square (PLS), outer model dan inner model. Berdasarkan hasil penelitian menunjukkan: (1) Efektivitas Penerapan Absensi Berbasis Teknologi tidak berpengaruh signifikan secara langsung terhadap Kinerja Pegawai ASN di Dinas Lingkungan Kabupaten Asahan. (2) Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai ASN (3) Disiplin Kerja mampu memediasi efektivitas penerapan absensi berbasis teknologi terhadap Kinerja Pegawai ASN.

Kata Kunci: Efektivitas Absensi Berbasis Teknologi, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

Mora Al Hady Ahsyar Siagian, Student ID: 71220312062, The Influence of the Effectiveness of Technology-Based Attendance Implementation and Discipline on the Performance of Civil Servant Employees (ASN) at the Environmental Agency of Asahan Regency. Supervised by: Dr. Sri Gustina Pane, S.E., M.Si. as Supervisor I and M. Tahir, S.E., M.M. as Supervisor II. Undergraduate Thesis, 2026.

This research was conducted at the Environmental Agency Office of Asahan Regency with the objective of determining the influence of the effectiveness of technology-based attendance implementation and discipline on the performance of ASN employees at the Environmental Agency of Asahan Regency. The research problems are formulated as follows: (1) Is there an influence of the effectiveness of technology-based attendance implementation on the performance of ASN employees at the Environmental Agency of Asahan Regency? (2) Is there an influence of discipline on the performance of ASN employees at the Environmental Agency of Asahan Regency? (3) What is the influence of the effectiveness of technology-based attendance implementation and discipline on the performance of ASN employees at the Environmental Agency of Asahan Regency? Data were collected using questionnaires. The sampling technique employed was simple random sampling, with a total sample of 38 respondents. This study used a quantitative approach. The data analysis methods included descriptive analysis using the Partial Least Squares (PLS) program, outer model analysis, and inner model analysis. The research findings indicate that: (1) The effectiveness of technology-based attendance implementation does not have a significant direct effect on the performance of ASN employees at the Environmental Agency of Asahan Regency. (2) Work discipline has a positive and significant effect on the performance of ASN employees. (3) Work discipline is able to mediate the effect of the effectiveness of technology-based attendance implementation on the performance of ASN employees.

Keywords: Technology-Based Attendance Effectiveness, Work Discipline, Employee Performance, Civil Servants