The Effectiveness of The ASN Mobile Attendance Application (M-Pras) In Improving Work Discipline For Civil Servants At The Secretariat of The Cirebon Regency Regional People's Representative Council

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Abstract. This study aims to describe the effectiveness of the ASN presence mobile application (m-PRAS) in improving work discipline for civil servants in the Cirebon Regency DPRD Secretariat. This type of research uses descriptive research with a qualitative approach. The data collection techniques in this study used interview, observation, and documentation techniques. The informant selection technique in research uses purposive sampling techniques. The results of this study, as seen from the effectiveness indicators according to Sutrisno (2007), are as follows: First, the program's understanding of implementing attendance in the m-PRAS application can be understood well. Second, target accuracy in implementing attendance in the m-PRAS application is on target and has achieved the targets set. Third, punctuality in attendance in the m-PRAS application was carried out on time according to the predetermined schedule. Fourth, the Achievement of goals of implementing attendance in the m-PRAS application based on the Cirebon Regent's Circular Letter Number 780/457/BKPSDM, namely to improve employee discipline and performance, has not been achieved. Fifth, real change in the implementation of attendance in the m-PRAS application has had a positive impact, but there are shortcomings in the m-PRAS application, such as server errors when taking attendance. The conclusion in this study states that the implementation of attendance on the ASN attendance mobile application (m-PRAS) at the Cirebon Regency DPRD Secretariat has not been effective. In this case, the purpose of implementing the m-PRAS application to improve civil servants' discipline and performance is still low and has not been appropriately realized.

Keywords: Effectiveness, m-PRAS Application, Civil Servant Work Discipline

INTRODUCTION

The development of information and communication technology is now so rapid,

marked by the entry of the Industrial Revolution era 4.0 with the demand to be able to apply digitalization technology (Rudianto, H., Hendritte, V, F. & Johannes, A. W, 2022:21). This digitalization technology is one of the symptoms of globalization. The existence of increasingly sophisticated information and communication technology is vital, especially in the context of government bureaucracy (Hendro, 2014:18-19). Technology and government are inseparable. This is explained by the goal of implementing e-government, namely to make good government and to increase effectiveness, efficiency, transparency, and accountability for the implementation of government as stated in the Presidential Instruction of the Republic of Indonesia Number 3 of 2003 concerning National Policies and Strategies for the Development of e-government (Nurita, 2016:239).

As a follow-up to the Presidential Instruction of the Republic of Indonesia Number 3 of 2003 concerning National Policies and Strategies for the Development of e-Government, the Cirebon Regent Regulation Number 96 of 2022 concerning the Implementation of Electronic-Based Government Systems in Cirebon Regency. The purpose of implementing an electronic-based government system is to realize good governance based on the development of information technology and innovation.

Human resources are needed to realize good governance based on the development of information technology and innovation because they are a central factor in the organization (Awaludin, 2019:119). Human resources are inseparable from the problem of discipline, where discipline is very   Important in Determining the result of work carried out by an employee in the relevant institution (Freidah, 2023:109).

In the government, work discipline is one of the critical factors for Civil Servants. As government officials, Civil Servants must have a disciplined attitude, good work performance, professionalism, and obedience to the State (Askani, 2018:10-11). The thing that needs to be considered in implementing work discipline is the presence of employees or attendance. Attendance or attendance is one of the critical indicators for the development of employee assessment (Fardiana, 2019:66).

In implementing an electronic-based government system, an electronic-based attendance system is needed to manage employee attendance data. The Secretariat of the Cirebon Regency DPRD had previously conducted electronic attendance using fingerprints. However, the attendance system on fingerprints is less flexible in pandemic conditions, and this is the Regent of Cirebon issued Circular Letter Number 780/457/BKPSDM concerning the Use of the ASN Presence Mobile Application System

(m-PRAS).

The ASN Mobile Attendance Application (m-PRAS) is an Android-based mobile attendance application for the Cirebon Regency Government. The Secretariat of the Cirebon Regency DPRD is one of the agencies that has implemented attendance in the m-PRAS application since the February 2023 probationary period. The attendance system on the ASN Presence Mobile application (m-PRAS) was chosen because it is more accessible and more practical to use compared to fingerprint attendance because its use is already Android-based.

However, initially, attendance on the m-PRAS application at the Cirebon Regency DPRD Secretariat was considered less effective. This is because civil servants' adaptation to the m-PRAS application is still not optimal. In addition, there is an error in the m-PRAS application server, so when there is an error system, employees feel disadvantaged because they cannot enter the m-PRAS application.

The urgency in this study is that the effectiveness of attendance in the m-PRAS application is essential because it is the basis for work discipline for civil servants at the Cirebon Regency DPRD Secretariat in providing good performance for an agency's success. Effectiveness is also interpreted not only towards the achievement of the goals of a program but also the achievement of good morals for an employee. Effectiveness indicates success in terms of whether or not the goals that have been set are achieved. The effectiveness will be higher if the activity results are closer to the goal.

Based on the description above, this study's problem formulation is: How effective is the Mobile Presence ASN application (m-PRAS) in improving work discipline for civil servants at the Secretariat of the Cirebon Regency Regional House of Representatives? In addition, this study aims to describe the effectiveness of the ASN Mobile Presence (m-PRAS) application in improving work discipline for civil servants at the Secretariat of the Cirebon Regency Regional House of Representatives.

LITERATURE
Previous Research

The author researches and explores information from several previous studies related to the research to be carried out and the theme that the author studies, which are as follows:

1. Research from Madonna Maningke, Budi Setiawati, and Ahmat Harahap (2020) on the Effectiveness of the Implementation of Finger Print Attendance in the Context of

     Improving Employee Discipline at the Office of the Ministry of Religion of Tabalong Regency;

2. Research from Muhammad Arifin and Agus Widiyarta (2021) on the Effectiveness of Online Attendance in Work Discipline at the Special Class I Immigration Office of TPI Surabaya during the COVID-19 Pandemic;

3. Research from Restika Deriyanti and Vellayati Hajad (2022) on the Effectiveness of Finger Print Attendance on Civil Servant Discipline at the Subulussalam City Regional Secretariat Office.

Theoretical Foundations of Effectiveness

Effectiveness is the activity, usefulness, and the fact that the actions of the person who performs the task to get the result are following the goal achieved. Effectiveness is one of the key elements in an organization's activities to achieve goals or objectives that have been determined from the point of view of success in achieving organizational goals. Effectiveness can also be interpreted as a measure of an organization's success or failure in achieving its goals. When an organization succeeds in achieving its goals, it is said to operate effectively (Lenak, Syalom M C, Ismail Sumampow, 2021:3-4).Bastian (Tangkilisan, 2005:138) stated that effectiveness is the relationship between output and goals, where effectiveness is measured based on how far the organization's level of output, policies, and procedures achieve the goals that have been set.According to Sutrisno (2007:125-126), effectiveness is how well a work can be carried out and how much it produces the expected output. If a job can be done correctly, the results are relevant to expectations.

Measures of Effectiveness

According to Sutrisno (2007:128-130) stated that the measure of effectiveness is to find out the extent to which to measure how effective it is in achieving the goals and objectives of the program, there are several criteria or indicators of effectiveness measures, which are as follows:

1. Program Understanding.Program understanding is determining how well the audience understands the intense program. Socialization activities determine this understanding. A program can be effective if the target group understands the program that has been set.

2. Target Accuracy.The purpose of target accuracy is to determine the program planned by the program implementer, with the aim of achieving the target that has been set and achieving benefits in implementing a program for the target group.

3. Timeliness.The purpose of punctuality is to determine the use of time in implementing the program which must be by the predetermined schedule.At the right time, the program works effectively.

4. Achievement of Goals. The purpose of achieving the goal is to determine whether the program's basic goal has been achieved. With this indicator, a program is said to be effective if it achieves the goals set.

5. Real Changes. The purpose of real change is to find out what real changes are like from the programs that have been implemented. Thus, this can be measured by the impact or effect and the extent of fundamental changes that occur in society.

METHOD

This type of research uses descriptive research with a qualitative approach. Qualitative research methods can be understood as research whose findings are not obtained through statistical procedures but rather through how the researcher understands and interprets the meaning of events. This research was located at the Secretariat of the Cirebon Regency DPRD and was carried out on January 15-31, 2024. The technique of selecting informants in the study uses *a purposive sampling technique*. The informants in this study are 15 civil servants. The data collected came from primary and secondary data. Primary data were obtained from interviews and observations. Secondary data is in photo, archival, or video documentation. Interview data is collected by recording in the form of transcripts, and then the interview results are managed in the form of tables; then, the results of the interview transcript use the source triangulation technique to adjust the suitability between the results of the interview with observations well as documents.

DISCUSSION

Effectiveness is defined as achieving various goals on time using specific to carry out multiple activities in the program that have been prepared in advance. Assessment of this effectiveness results from the program's continuation, determined by the program implementers to the target group. In this study, the author will focus on the Effectiveness of Mobile Presence Applications ASN (m-PRAS) In Improving Work discipline for Civil Servants at the Secretariat of the Cirebon Regency Regional House of

Representatives. This research   Analyzed the use theory The measure of effectiveness was put forward by Sutrisno (2007:125-126), which stated that there are five stages to determine efficacy, namely (1) Program Understanding, (2) Target accuracy, (3) Punctuality, (4) Achievement of Goals; and (5) Real Change.

Program Understanding

Program understanding is realizing the program so that the program can run smoothly. Understanding the program is very necessary for the program implementation group. The implementing group that needs to understand the program is all parties involved in the implementation of the program activities and as an assessment or measurement of the extent to which the program activities that have been carried out can achieve the initial goals of the program that has been determined (Fauziah Wiwit Rizqi., *et al.*, 2022:370). It is understood that the existence of program socialization activities determines the program's intensity.

From the findings and interviews by civil servants at the Secretariat of the Cirebon Regency DPRD, it was stated that the understanding of the program in the implementation of attendance in the m-PRAS application was assisted through socialization activities. Socialization must be carried out so that the target group can fully and thoroughly understand the program's activities, benefits, and implementation. Socialization activities in implementing the ASN attendance mobile application (m-PRAS) were conducted directly at the Cirebon Regency DPRD Secretariat after obtaining information from the Personnel and Human Resources Development Agency (BKPSDM). The socialization activity aims to inform civil servants about the procedures for using attendance on the m-PRAS application.

Most of the knowledge and understanding levels of Civil Servants (PNS) in the application of attendance on the ASN attendance mobile application (m-PRAS) can be understood well. Even at the beginning of the implementation of the m-PRAS application, civil servants' understanding is still not fully maximized because it is still in the adjustment stage. In addition, civil servants at the Cirebon Regency DPRD Secretariat have mostly been able to adapt to the change of fingerprint attendance to attendance using the m-PRAS application. The adaptability is seen in the ability of civil servants to implement the m-PRAS application without difficulty. It can be applied well and easily because its use is more practical than the attendance system on fingerprints.

Target Accuracy

Target Accuracy is when the target group is by predetermined rules to implement the program effectively. The accuracy of the target is critical to assess, meaning the extent to which the implementation of the organization's goals in achieving the target is following the goals that have been set. In the accuracy of this target, what needs to be considered is the target group where it is necessary to directly review the existence of the program that is being carried out (Fauziah Wiwit Rizqi., *et al.*, 2022:370).

The target group in the ASN attendance mobile application application (m-PRAS) implementation program is civil servants. From the findings and interviews by civil servants at the Secretariat of the Cirebon Regency DPRD, it was stated that with the implementation of attendance on the ASN mobile attendance application (m-PRAS) at the Secretariat of the Cirebon Regency DPRD, it is considered to be on target, meaning that civil servants have all implemented attendance using the m-PRAS application. This is because attendance must be carried out to determine a person's discipline from their level of attendance. Therefore, it is appropriate for civil servants to carry out attendance on the m-PRAS application.

The attendance application in the m-PRAS application itself can be said to indicate that the program is very appropriate for civil servants' needs. Program suitability is essential to consider when measuring a program's effectiveness because it is to find out the suitability of the program that has been created or determined for the needs of program implementers. This can be seen from the success of the program implementers in making good use of the program.

Meanwhile, the implementation of attendance in the m-PRAS application at the Cirebon Regency DPRD Secretariat can provide good benefits for employee discipline and motivate civil servants to be more obedient and compliant with office regulations, especially in terms of the implementation of attendance. In addition, the implementation of attendance greatly affects Employee Allowances or Additional Income (TPP). If the civil servant violates not to be absent or late to be absent, then the allowance or TPP will receive a deduction of 3% of the total TPP that should have been received.

Timeliness

Punctuality in the program is using time no more and no less than the predetermined time (Fauziah Wiwit Rizqi., *et al.*, 2022:370). The effectiveness of time in

the implementation of a program is none other than one or several people, especially employees in an organizational unit or company, to be able to carry out the goals achieved in a specified system. The more timely a program is, the more influential the program will be.

From the findings and interviews by civil servants at the Secretariat, the Cirebon Regency DPRD stated that the timeliness in implementing attendance on the ASN attendance mobile application (m-PRAS) at the Cirebon Regency DPRD Secretariat can be said to be quite good, which means that it has been carried out according to the schedule that the Cirebon Regency Government has determined. Civil servants have carried out attendance on time; morning attendance is carried out no later than 07.30, while attendance at home starts at 15.30.

Implementing attendance on the ASN attendance mobile application (m-PRAS) is very influential in improving employee discipline, especially in the predetermined timeliness. It can be said that with the m-PRAS application, civil servants can improve discipline, especially regarding their timely arrival and return. With the timeliness in implementing the m-PRAS application at the Cirebon Regency DPRD Secretariat, it can be said that the implementation has been good; namely, it is carried out on time according to the working hours and schedule that have been determined.

Achievement of Goals

The success of a program is the main goal of an agency, where all activities aim to achieve the goal of implementing a program. The achievement of the goal is that the more a program provides benefits, the more influential the program will be (Fauziah Wiwit Rizqi., *et al.*, 2022:370). Without setting goals, Achieving results is only a difficult thing to realize. By setting goals, the program's implementation will only be oriented   to   a purpose   designed in advance. Thus, if the goal is not achieved well, it is said to be ineffective, and if the goal has been achieved well, it can be said to be effective.

The implementation of attendance on the ASN attendance mobile application (m-PRAS) sets the goal of improving the discipline and performance of Civil Servants. This goal was determined based on the Cirebon Regent Circular Letter Number 780/457/BKPSDM concerning using the ASN Attendance Mobile Application System (m-PRAS) in the Cirebon Regency Government. From the findings and interviews by civil servants at the Cirebon Regency DPRD Secretariat, it can be said that implementing

the m-PRAS application at the Cirebon Regency DPRD Secretariat can be said that this goal has not been fully achieved.

In this case, there is still behavior from some civil servants who are still not disciplined. One of the behaviors of undisciplined civil servants is that they leave the office or wander around during working hours and are not responsible for their work correctly. Although discipline in terms of the implementation of attendance in the m-PRAS application has been effective and timely, the discipline regarding the responsibility of civil servants in carrying out work is still said to be low and ineffective. Thus, the goal of improving discipline and performance is achieved. For civil servants, implementing the m-PRAS application has not been fully realized properly.

Real Changes

Real change is a program that is said to be effective if the program has fundamental changes that are directly obtained by the program's goals. It aims to measure Effectiveness by giving change facts; it is intended that the rules set from the beginning can be adequately realized according to the plan. Fundamental changes can be seen from a program's impact on the program's target (Fauziah Wiwit Rizqi., *et al.*, 2022:370). From the findings and interviews by civil servants at the Secretariat of the Cirebon Regency DPRD, it is stated that fundamental changes in the implementation of attendance on the ASN m- (PRAS) attendance mobile application at the Cirebon Regency DPRD Secretariat can be known to have a positive impact. The positive impact felt by civil servants in implementing attendance in the m-PRAS application is: The implementation of attendance in the m-PRAS application cannot be manipulated because there are location points that must be activated when attending. Civil servants can appreciate the time to carry out attendance on time, be more obedient to office regulations and can improve discipline.

The m-PRAS application has its own drawbacks, namely that it can sometimes not be accessed when you are absent. In this case, this is because the attendance system in the m-PRAS application utilizes cellular signals. Therefore, obstacles in the m-PRAS application can make it difficult and hinder civil servants from carrying out attendance. The impact or real changes felt by civil servants today are not so good because there are various obstacles to the m-PRAS application. However, civil servants can feel a good or positive impact by implementing attendance on the m-PRAS application itself for individuals and groups.

CONCLUSION

Based on the analysis of research that has been carried out by researchers regarding the effectiveness of the ASN attendance mobile application (m-PRAS) in improving work discipline for civil servants at the Secretariat of the Cirebon Regency Regional House of Representatives, it can be seen from several aspects, namely:

1. The understanding of the Program in the application of attendance on the m-PRAS application can be understood well because it is assisted through socialization activities, and the level of knowledge of adaptation from the change of fingerprint attendance to the m-PRAS application can be followed well and is easy to implement.

2. The Accuracy of the Target in implementing attendance in the m-PRAS application is right on target because it has been implemented by all civil servants, and the existence of the m-PRAS application can motivate employees to be more obedient and comply with office regulations, especially in terms of implementing attendance.

3. Punctuality in implementing attendance in the m-PRAS application has been carried out on time according to the predetermined schedule, which can increase the timeliness of employees regarding coming and going to work in accordance with the set working hours.

4. The goal of implementing attendance in the m-PRAS application based on the Cirebon Regent Circular Letter Number 780/457/BKPSDM, namely improving discipline and performance, has not been fully achieved.

5. Real changes in the implementation of attendance in the m-PRAS application have a positive impact on civil servants. Attendance cannot be manipulated because there is a location point that must be activated when attending. In addition, shortcomings in the m-PRAS application, such as server errors, hinder employees from attending.

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