

Original Research Article

Enforcement of Employee Discipline Through Online Selfie Absent

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Abstract: The use of Absent Online Selfie (Senfie) for State Civil Apparatuses within the East Kutai Regency Government is an effort to increase discipline and as an indicator in determining the awarding of awards and additional income for employees in carrying out tasks and functions in regional apparatus organizations. However, in its application in the field, many things could still be improved. This study aims to describe and analyze the implementation of policies regarding the use of Absent Online Selfie (Senfie) in enforcing the discipline of the State Civil Apparatus based on the Circular Letter of the East Kutai Regent Number: 860/0409/BKPP/SE/III/2021 at UPT Puskesmas Karang, East Kutai Regency, Province East Kalimantan, and aims to describe and analyze the supporting and inhibiting factors in the implementation of the policy. This research was conducted at UPT Puskesmas Karang. The data collection techniques used by researchers in this study were interviews, observations, and documentation. The results of this study are the implementation of the policy regarding the use of Absent Online Selfie (Senfie) in enforcing the discipline of the State Civil Apparatus at UPT Puskesmas Karang, East Kutai Regency, seen from the variables of socialization, resources, commitment, and work mechanisms, and it can be said to be successful. Even so, there are still several inhibiting factors, including internal factors, namely, there is still infrastructure whose quality needs to be improved. There are still elements of the State Civil Apparatus who carry out dishonourable actions such as entrusting attendance and so on, while the external inhibiting factors are that there are still State Civil Apparatuses who do not understand digital technology. There are also telephone and internet networks whose signals are slow or unstable.

Keywords: Discipline, Employees, Online Selfie.

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INTRODUCTION

The development of the digital era as it is today makes it easier for the government to create innovations in managing its government. Several central and regional government agencies widely implement digital-based governance as it is today. This makes it easier for government agencies to create system applications that help performance to be more efficient. One of the innovations is creating an attendance system for the State Civil Apparatus (ASN), which is already available as an application. Applying digital governance in this online absence system is a good practice for streamlining employee work time. The Android system can also access the application. The ease of use of this system can be seen from several good reviews from users or ASNs. Now, everything is done by involving technology. Only by downloading the application on their mobile phones can employees easily directly input attendance data

without needing a direct signature, making working time more effective. Within the East Kutai Regency Government, the online attendance application is named Absen Online Selfie, shortened to Senfie. Selfie records ASN attendance data using an online application based on the Global Positioning System (GPS) or other terms. Geolocation or geotagging is an online attendance where heads of work units can track and monitor employee absences directly using GPS assistance for reporting ASN attendance. The purpose of using Absent Online Selfie (Senfie) for ASN within the East Kutai Regency government is to increase discipline and as an indicator in determining the awarding of awards and Additional Employee Income (TPP) in carrying out tasks and functions in the Regional Apparatus Organization (OPD) in the government of East Kutai Regency. Senfie is an application developed to make it easier for ASN to record their attendance personally. Only by using this system ASN can record attendance during working hours

according to the time on their smartphone when inputting. The application's location and time accuracy is directly connected to GPS, which can quickly and precisely show the employee's current location. In addition, the accuracy of the time clock is also adjusted to the time on the employee's smartphone. That way, the accuracy of time and location when inputting attendance can be displayed in the system so that employees cannot manipulate it.

Regarding the procedure for implementing the Senfie system, it is contained in the Circular Letter of the East Kutai Regent Number: 860/0409/Bkpp/Se/III/2021 concerning Guidelines for Using and Reporting Online Selfie Absence Administration (Senfie) for the Presence of State Civil Apparatuses within the Government of East Kutai Regency. In implementing public policy regarding using Senfie in the Technical Implementation Unit (UPT) of the Karangas Health Center in East Kutai Regency, this application makes it more accessible. It saves time in collecting employee attendance data. However, it also still leaves several problems, including there are employees who often forget to take attendance, there is a network the internet is often slow, and there are unscrupulous employees who commit attendance fraud. The purpose of this study is to describe and analyze the implementation of the policy regarding the use of Absent Online Selfie (Senfie) in enforcing the discipline of the State Civil Apparatus based on the Circular Letter of the East Kutai Regent Number: 860/0409/BKPP/SE/III/2021 at UPT Karangas Health Center, East Kutai Regency as well as to describe and analyze the supporting and inhibiting factors in the implementation of the policy regarding the use of Absent Online Selfie (Senfie) in enforcing the discipline of the State Civil Apparatus based on the Circular Letter of the East Kutai Regent at UPT Karangas Health Center, East Kutai Regency. The benefit of this research is to develop a theory of public policy implementation regarding the use of Absent Online Selfie (Senfie) in enforcing the discipline of the State Civil Apparatus based on an applicable regulation and practically useful as input for the UPT Puskesmas Karangas District, East Kutai Regency in formulating policies regarding the use of Absent Online Selfie (Senfie) in upholding the discipline of the State Civil Apparatus more effectively and efficiently.

THEORETICAL BASIS

Based on the Circular Letter of the East Kutai Regent Number: 860/0409/Bkpp/Se/III/2021 concerning Guidelines for Using and Reporting the Administration of Online Selfie Absent (Senfie) Presence of State Civil Apparatus in the East Kutai Regency Government, the purpose of using Absent Online Selfie (Senfie) for the State Civil Apparatus (ASN) within the East Kutai Regency government is to increase discipline and as one of the indicators in determining the award and Additional Income of State Civil Apparatus (TPP) in carrying out duties and functions in the Regional Apparatus

Organization (OPD) in the environment Government of East Kutai Regency. The Integrated Personnel Management and Administration Information System (SIM-AKU) is a web-based staffing application aimed at the head of the Regional Work Unit (SKPD) through the personnel administration manager in order to be able to access and manage staffing data and processes to input, supervise and monitoring in terms of personnel data that is integrated with the administration of the staffing database of the Education and Training Personnel Board of East Kutai Regency. Absent Online Selfie (Senfie) records ASN attendance data using a GPS-based online application or other terms. Geolocation or geotagging is an online attendance where work unit heads can track and monitor employee absences directly using GPS assistance for reporting ASN attendance. While Absent Offline Selfie (Senoffie) is recording ASN attendance data using an offline GPS-based application, this is offline attendance to anticipate recording ASN attendance if in one of the areas/places of work the mobile phone/internet network connection is lost, where the results of employee attendance will be stored and recorded when the cell phone/internet network returns to normal after the data is synchronized without reducing ASN's presence time. The person in charge of the Senfie attendance system is the head of the sub-section that handles personnel administration in each work unit. The Operator is an employee who is determined by a decree of the head of the work unit and or a position that is already attached as a personnel manager, who has the duties and responsibilities of carrying out staffing management on SIM-IKU and the Senfie presence system under the supervision of the person in charge. Filling in the attendance list in/out of work has three modes. Perform official duties in the office. This mode of attendance cannot be combined with other modes except in certain situations (task mode outside the work unit/agency) at the time of the absence event.

The second is "WFH (Work From Home) Mode". This absence mode is used for carrying out official duties for officials/employees in their work unit environment to be able to carry out official duties at home/residence, based on a Letter of Assignment/Description given by the direct supervisor/head of SKPD taking into account the type of employee's work: (1) conditions health/employee comorbidity factors; (2) employee performance appraisal results; (3) the employee's residence is in the area of micro-based Community Activity Restrictions (PPKM); (4) the health condition of the employees' families (with the status of people under monitoring or people under supervision or confirmed positive for Covid-19); (5) employee domestic/overseas travel history in the last 14 calendar days; (6) history of employee interactions with patients who were confirmed positive for Covid-19 in the last 14 calendar days; and (7) the effectiveness of the implementation of the duties and services of the organizational unit. The third is "Task Mode outside the Work Unit/Agency". This absence mode is used for

carrying out official duties for officials/employees outside the work unit environment based on a statement/assignment letter, decision letter, and permission for other urgent reasons that are not related to the SPPD (Office Travel Order) such as (1) Field Officers/Counseling Counselors/Cleaning Officers/Auxiliary Units/Assistant Health Centers/Special Technical Personnel; (2) Note of Service/seconded; (3) Assignment Letter; (4) PNS holding the position of village apparatus; (5) site survey; (6) sudden and urgent social factors; and (7) weather factor/attending the invitation/travel mileage. For employees who forget to fill out the attendance list to enter the office, they are required to make a statement. This is to avoid the misuse of excuses for forgetting to fill in the attendance register for the office, and the employee is still considered Late to Work (TL). With this certificate, the employee concerned is not subject to disciplinary/administrative sanctions. Employees who forget to fill out the attendance list at work can prove their presence through testimony from the employee's direct supervisor, as evidenced by a statement letter. Employees who will leave the office during working hours must ask permission from the employee's direct supervisor and make a letter of request for permission to leave the office. Areas that are temporarily not connected to the network use manual absences and report employee attendance once a month to the central work unit and Technical Implementation Unit (UPT) to be recorded in the online system.

RESEARCH METHOD

Research design

This study uses a qualitative approach, namely research procedures that produce descriptive data from people and observable behaviour in written or spoken words. In this study, researchers focus on the various components of public policy implementation, including socialization, resources, commitment, and work mechanisms of an organization as a whole (holistic) whole. Therefore, it is appropriate if this research uses a qualitative approach.

The scope of research

The scope of this research is a Public Policy Implementation Study based on the Circular Letter of the East Kutai Regent Number: 860/0409/BKPP/SE/III/2021 at UPT Puskesmas Karangas, East Kutai Regency).

Types and Sources of Data

This study uses primary data and secondary data. Primary data is obtained directly from informants who have been determined using interview and observation techniques. The secondary data comes from existing data obtained from books, journals and relevant documents.

Data collection techniques

This study uses data collection techniques through interviews, observations, and documentation. Interviews were conducted by submitting several statements orally to informants determined based on specific considerations. In this study, researchers used in-depth interview techniques based on guidelines containing general questions. Observations were made directly on the observed object. In this study, researchers used participatory observation techniques. This is intended so that researchers can get more complete and accurate data. Documentation techniques are carried out by examining various books, journals, and documents that are relevant and related to the research problem formulation.

Data Analysis Techniques

This study uses data analysis procedures from Miles, Huberman & Saldana (2014: 10-19). First, researchers condense data by selecting, focusing, simplifying, abstracting, and transforming data contained in field notes or transcripts. Next, the researcher presents the data in the form of brief descriptions, tables, and charts that show a picture of the social context designed to combine structured information in a form that exists and is easily accessible. Finally, the researcher concludes that the data is by formulating the problems that have been raised. The data that has been described is then summarized in general. After concluding, data analysis was repeated at the initial stage until all the data was complex.

RESULTS AND DISCUSSION

Implementation of the Policy regarding the Use of Absence Online Selfie (Senfie) in Enforcing State Civil Apparatus Discipline at UPT Puskesmas Karangas, East Kutai Regency

In this study, the factors of socialization, resources, commitment, and work processes will be used to examine how the policy governing the use of absent online selfies (Senfie) in enforcing the discipline of the State Civil Apparatus at UPT Puskesmas Karangas, East Kutai Regency, has been implemented. The first is socialization, defined as the process of learning and comprehending norms, values, roles, and all other conditions necessary for the potential of meaningful participation in assisting the success of a public policy implementation. Based on the factors of consistency and intelligibility. The study's findings on this clarity indicator demonstrate that the State Civil Apparatus (ASN) at UPT Puskesmas Karangas, East Kutai Regency, has been socialized to the policy of using Absent Online Selfies (Senfie) in enforcing discipline clearly and understandably. The study's findings above support Edward III's assertion that indices of clarity and consistency can be used to gauge the effectiveness of communication variables, including socialization (Agustino, 2016, p. 137). On the clarity indicator, the communication received by policy implementers must be clear and precise. As for the consistency indicator, the

communication orders must be consistent to be implemented and executed. Because if the orders given change frequently, it can confuse implementers in the field. On the consistency indicator, the results of this study show that the implementation of the policy on using Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, has been socialized consistently to ASN so that the policy can be trusted. Based on the results of this study, it can be concluded that the implementation of the policy on using Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, has been socialized clearly and consistently to ASN so that the policy can be understood correctly, quickly, and can be trusted.

Second, this resource variable will be seen from the indicators of staff resources and facilities and infrastructure resources. The results of research on this staff resource indicator show that the existence of staff resources in the implementation of policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, is sufficient and by their competence so that the policy can run appropriately according to its purpose. In terms of the resource and infrastructure indicators, the results of this study show that the availability of infrastructure resources in implementing policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, needs to be improved. Based on the results of this study, it can be concluded that the existence of staff resources in implementing policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, is sufficient and by their competence so that the policy can run appropriately according to its purpose. However, regarding the availability of infrastructure resources in implementing this policy, even though the quantity is sufficient, the quality needs to be improved.

Third, staff appointments and incentives serve as indicators of the commitment variable. The research on this staff appointment indicator reveals that the hiring of staff to implement the policy regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, has been done so selectively as to produce staff resources who are dedicated to helping achieve ongoing policy objectives. In terms of incentive indicators, the findings of this study demonstrate that the provision of incentives to staff in implementing policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon in East Kutai Regency has been appropriately realized in order to produce staff resources who are dedicated and highly enthusiastic in supporting the achievement of goals policies that are being implemented. Based on the findings of this study, it can be said that UPT Puskesmas Karangon in East Kutai Regency has appointed employees to apply policies governing the use of Senfie to enforce ASN discipline selectively. The staff has also been given the right incentives to help with policy

implementation. As a result, there are now personnel resources that are dedicated and incredibly excited about helping to fulfil the current policy objectives. Fourth, the indicators of staff task and responsibility allocation and inter-work unit cooperation will reveal the work mechanism variable. The study's findings regarding the indicators of task allocation and staff responsibilities demonstrate that at UPT Puskesmas Karangon in East Kutai Regency, staff members' tasks and responsibilities in implementing policies regarding the use of Senfie in enforcing ASN discipline have been allocated by their respective primary responsibilities in order to facilitate the operation of the policy. The findings of this study indicate that work unit coordination in implementing policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency, has been successfully carried out to speed up the working mechanism of the policy. Based on the study's findings, staff members' duties and tasks were assigned by their primary responsibilities when implementing policies at UPT Puskesmas Karangon in East Kutai Regency regarding using Senfie to enforce ASN discipline. The execution of these policies has also been carefully coordinated between work units. Therefore, this has sped up how the policy operates.

Supporting and Inhibiting Factors in the Implementation of Policies Regarding the Use of Absence Online Selfie (Senfie) in Enforcing State Civil Apparatus Discipline at UPT Puskesmas Karangon, East Kutai Regency

In this study, the supporting factor variables and inhibiting factor indicators were used to identify the supporting and inhibiting factors in the implementation of the policy regarding the use of Absent Online Selfies (Senfie) in enforcing the discipline of the State Civil Apparatus at UPT Puskesmas Karangon, East Kutai Regency. The indications of internal and external supporting factors will reveal the supporting factor variables. The research on internal supporting factor indicators demonstrates that internal factors, such as the availability of the Senfie system that is integrated with the Integrated Personnel Administration, skilled operator resources, and good coordination between work units related matters, support the implementation of policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency. Regarding the indicators of external supporting factors, the findings of this study demonstrate that external factors, precisely the situation of the development of science and digital technology, which is relatively rapid, support the implementation of policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karangon, East Kutai Regency. Based on the study's findings, it can be concluded that the availability of the Senfie system, which is integrated with the Integrated Personnel Administration and Management Information System, and the presence of skilled operator resources are internal factors that support the implementation of policies regarding the use of Senfie in enforcing ASN

discipline at UPT Puskesmas Karang, East Kutai Regency. While this is happening, the fast-moving state of science and digital technology development is one of the external factors supporting the implementation of this policy.

Indicators of internal and external inhibiting influences can be found in this inhibiting factor variable. The findings of the study on the internal factors that inhibit implementation of policies regarding the use of Senfie in enforcing ASN discipline at UPT Puskesmas Karang, East Kutai Regency, indicate that internal factors still exist, including infrastructure that is not of sufficient quality and ASN personnel who continue to engage in actions that are not honourable, such as entrusting attendance, and others. At the UPT Karang Health Center in East Kutai Regency, the use of Senfie to enforce ASN discipline is being hampered by external factors, including ASNs who do not understand digital technology and network telephone and internet signals that are slow or unstable, according to the study's results on indicators of external inhibiting factors. According to the study's findings, UPT Puskesmas Karang in East Kutai Regency needs more infrastructure and ASN members who engage in unethical behaviour, such as skipping classes and other infractions. These internal factors make implementing policies regarding using Senfie to enforce ASN discipline there tricky. Meanwhile, there are still government employees who need to comprehend digital technology, and there are also slow-moving phone and internet networks that make it challenging to implement this strategy.

CONCLUSION

Based on the results of the study, the researcher concluded that the implementation of the policy regarding the use of Absent Online Selfie (Senfie) in enforcing the discipline of the State Civil Apparatus based on the Circular Letter of the East Kutai Regent Number: 860/0409/BKPP/SE/III/2021 at UPT Karang Health Center, East Kutai Regency was seen from the variables of socialization, resources, commitment, and work mechanisms it can be said to be successful, even though there are still several factors that hinder the implementation of the policy. There are supporting and inhibiting factors in the implementation of the policy, including internal supporting factors such as there are socialization activities regarding policies that are conveyed clearly and consistently to ASN, there are competent and high-integrity human resources, there are selective staff appointments, there are providing appropriate incentives to staff, there is a division of tasks and responsibilities of staff according to their main tasks and functions, and there is good coordination between related work units. There is a Senfie system integrated with the Integrated Personnel Management and Administration Information System (SIM- AKU) used in all work units within the East Kutai Regency Government. External supporting factors, namely the condition of the development of science and digital

technology, which is relatively rapid. While the inhibiting factors in implementing the policy are that there is still infrastructure whose quality is not adequate, there are still civil servants who take dishonourable actions such as entrusting attendance, and so on. There are still civil servants who need help understanding digital technology, and there are also telephone and internet networks whose signals are slow or unstable.

SUGGESTIONS

The advice given by the researcher is that it is necessary to procure high-quality supporting infrastructure for the Absent Online Selfie (Senfie) system so that it can facilitate the work of operators. Strict action is needed against ASN elements who commit disgraceful actions by applicable employee disciplinary rules, training is needed Special or additional training for ASN who do not understand the application of digital technology to the Senfie system, and it is necessary to improve the telephone or internet network system used to expedite the operation of the Senfie system in the East Kutai Regency Government office area and its surroundings.

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