

ABSTRAK

Ikra Wardana, Nuryanti Mustari, Muhammad Randhy Akbar. Pengaruh Efektivitas Aplikasi Tolak Ukur Kinerja Dan Kedisiplinan (APATOKI) Terhadap Disiplin Kerja Pegawai Di Kantor Kecamatan Lalabata, Kabupaten Soppeng. Universitas Muhammadiyah Makassar

Tujuan dari penelitian ini adalah untuk mendeskripsikan efektivitas serta menentukan seberapa efektif aplikasi tolak ukur kinerja dan kedisiplinan (APATOKI) terhadap disiplin kerja pegawai di Kantor Kecamatan Lalabata, Kabupaten Soppeng. Dengan kemajuan teknologi, sistem berbasis android menjadi inovasi baru menggantikan sistem presensi terdahulu. Diharapkan hal ini akan meningkatkan akurasi dan efisiensi, serta mengurangi ketidakhadiran pegawai. Penelitian yang dilakukan menggunakan pendekatan kombinasi tipe *Sequential Exploratory Design*, yaitu kualitatif dan kuantitatif secara berurutan dengan menggunakan metode wawancara serta penyebaran angket kepada pegawai kantor. Selanjutnya, pengaruh sistem presensi APATOKI terhadap tingkat disiplin kerja pegawai dianalisis dengan menggunakan uji statistik. Hasil penelitian menunjukkan bahwa penerapan sistem APATOKI meningkatkan disiplin kerja pegawai, terutama dalam hal akurasi kehadiran dan kepatuhan aturan. Sehingga dapat disimpulkan bahwa penelitian menunjukkan efektivitas aplikasi tolak ukur kinerja dan kedisiplinan (APATOKI) memiliki pengaruh yang efektif terhadap disiplin kerja pegawai Kantor Kecamatan Lalabata, Kabupaten Soppeng.

Kata Kunci: Efektivitas, Disiplin Kerja, Presensi Berbasis Android APATOKI

ABSTRACT

Ikra Wardana, Nuryanti Mustari, Muhammad Randhy Akbar. The Effect of the Effectiveness of the Performance and Discipline Benchmarking Application (APATOKI) on Employee Work Discipline at the Lalabata District Office, Soppeng Regency. Muhammadiyah University of Makassar.

The objective of this research is to describe the effectiveness and determine how effective the Performance and Discipline Benchmarking Application (APATOKI) is on employee work discipline at the Lalabata District Office, Soppeng Regency. With technological advancements, Android-based systems have become a new innovation replacing the previous attendance systems. It is expected that this will improve accuracy and efficiency while reducing employee absenteeism. The research employs a mixed-methods approach using the Sequential Exploratory Design, where qualitative and quantitative methods are applied sequentially through interviews and questionnaires distributed to office employees. The impact of the APATOKI attendance system on employee work discipline is then analyzed using statistical tests. The results show that the implementation of the APATOKI system enhances employee work discipline, particularly in terms of attendance accuracy and adherence to rules. Therefore, it can be concluded that the study demonstrates the effectiveness of the Performance and Discipline Benchmarking Application (APATOKI) attendance system innovation in significantly influencing the work discipline of employees at the Lalabata District Office, Soppeng Regency.

Keywords: Effectiveness, Work Discipline, Android-Based APATOKI Attendance