PRESENCE ADMINISTRATION INFORMATION SYSTEM ON WORK DISCIPLINE EMPLOYEES OF COOPERATIVE SERVICES, MICRO, SMALL AND MEDIUM ENTERPRISES IN BANDUNG CITY

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ABSTRACT

Based on the results of research at the Office of Cooperatives, Micro, Small and Medium Enterprises in Bandung City, the problem of work discipline has not been maximized, this can be seen from the indicators: clear goals and abilities, exemplary leadership, remuneration, justice, inherent supervision, punishment sanctions and humanitarian relations. This is caused by the presence administration information system which is not optimal, this can be seen from the indicators: input blocks, model blocks, output blocks, technology blocks and databases. This study uses quantitative research methods, namely the research method used to examine the population or certain samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim to test the hypothesis that has been applied. Data collection techniques consist of literature study, field study (participant observation and non-participant, in-depth interview with the Head of Department, questionnaire distributed to 14 respondents, Head of Department and Head of Service Section), research design, data and data sources, key informants and informants and study documentation. The results of the research obtained from this study were quantitatively obtained 52.8% of the effect of the presence of administrative information systems on work discipline at the Office of Cooperatives, Micro, Small and Medium Enterprises in Bandung had a moderate/moderate influence.

Keywords: Presence Administration, Information System, Work Discipline

INTRODUCTION

Work discipline is a tool used by managers to communicate with employees so that they are willing to change and as an effort to increase awareness of one's willingness to fulfill all company regulations. Over time the work discipline is not a matter of top priority for most of humanity. Especially employees in Indonesia. Many employees in Indonesia are more concerned with their personal interests and ignore work discipline because of the weakness of the administrative system of presence in Indonesia. Attendance by using a signature or mengutut employee ID Card greatly allows employees to manipulate the arrival data or leave their ID Card as a sign of their fictitious presence, and make employees very undisciplined. Initial observations can be seen from the factors of work discipline as follows, seen from:
a. Lack of supervision of subordinates Leaders are less active and tend to behave poorly in supervising the work of their subordinates. This can be seen from the lack of direction, the supervision provided in each work implementation. Therefore, employees tend to relax in carrying out their work due to lack of supervision from the leaders of the Bandung City Micro, Small and Medium Enterprises Cooperative Office, so that employees do not input work reports according to the time specified.

b. Lack of remuneration. Leaders of the Cooperative, Micro, Small and Medium Enterprises this research was carried out in order to obtain data and information related to the problem to be discussed, This study aims to find the actual data and information about the application of the Presence Administration Information System at the Office of Cooperative Micro, Small and Medium Enterprises in Bandung City, developing data and information that become obstacles in the application of the Presence Administration Information System and applying data and information to overcome obstacles, existing obstacles Enterprises Office of the City of Bandung give less recognition in the form of praise or rewards to employees who arrive on time and to employees who have completed their work at the specified time limit.

Based on the above problems, the problem is suspected by the low information system that has not been carried out in accordance with indicators of information systems, such as:

a. Technology Block, should use the SIAPP (Employee Presence Administration Information System) application consisting of Software and Hardware designed to store and process all employee information quickly and accurately, employees can easily access the application not only through a computer device, but can also be accessed via a smart phone.

b. Database (Database Block), with accurate and direct personnel information data sent to the center, it should be a motivation for every employee to be more productive and effective in his obligations as a good State Civil Servants (ASN). Leaders should give rewards to each employee who input the results of the work report in accordance with the time specified so that it becomes a motivation for employees to improve staffing performance and discipline mindset.

This study uses the theory of Presence Administration Information System and Work Discipline where the actual events in the Office under study are expected to
optimize the theories used as research thinking framework which are the guidance of this research so that it is expected that the Presence Administration Information System theory can be the basis for application Presence Administration Information System, the SIAP program developed at the Bandung City Office of Cooperative Micro, Small and Medium Enterprises is also expected.

LITERATURE’S REVIEW

The information system was first introduced by, Gellinas, Oram and Wiggins in the Introduction to Information Systems (2013: 9), defined as:

**Information System is a man-made system which generally consists of a collection of computer-based and manual components that are made to collect, store, and manage data and provide output information to users.**

Indeed the system referred to as an information system does not have to involve a computer. Information systems that use computers are commonly called computer-based information systems (CBIS). In practice the term information system is more often used without a computer-based frills even though in fact the computer is an important part.

According to *Yakub (2012: 20)*, information systems are an arrangement consisting of several components or elements. The components of this information system can be described, as follows:

a. **Input Block**, Input has data entered into the information system, as well as methods to capture the data entered.

b. **Model Block**, this block consists of a combination of procedures, logic, and mathematical models that will manipulate input data and data stored in the database.

c. **Output Block**, the product of the information system is output which is quality information and useful documentation for all levels of management and all system users.

d. **Technology Block**, technology blocks are used to receive input, run models, store and access data, generate and send output from the system as a whole. Technology consists of three main parts, namely: users (brainware), software (software), and hardware (hardware).
e. Database Block, the database is a collection of data that are interconnected with each other, stored on computer hardware and used by software to manipulate it.

To measure the state of problem employees in an organization can be known through work discipline based on theory, and the opinions of experts whose truth is not in doubt. Researchers will express understanding of work discipline.

Work discipline according to Hasibuan (2004: 444) says that, "Work discipline is the awareness and willingness of a person to obey all company rules and prevailing social norms." Factors as indicators of work discipline variables according to Hasibuan (2005: 110), include:

a. Goals and Capabilities. The purpose of the work charged must be in accordance with the ability, so that employees can work properly. Role of leaders. The existence of leaders who can be used as examples of employees in disciplined behavior.

b. Justice. Applying discipline to employees without discriminating between ranks and classes.

c. Remuneration. The existence of remuneration (reward) will give satisfaction and love of employees towards their work.

d. Supervision. Actions to prevent or know the occurrence of errors, maintain discipline, improve work performance, activate the roles of superiors and subordinates, explore effective work systems, create an internal system of good control in supporting the realization of organizational, employee and community goals.

e. Sanctions. There is a punishment if there are employees who violate the rules.

f. Assertiveness. There is firmness in the leader in reprimanding.

g. Humanitarian relations. A pleasant work environment will motivate employee work discipline.

**RESEARCH METHODS**

A. **Objects and Research Sites**

   The Office of Cooperatives, Micro, Small and Medium Enterprises in Bandung City is a government agency that has the duty to carry out some of the regional authority in the field of Cooperatives, Micro, Small and Medium Enterprises, based
on the Bandung City Regional Regulation Number 08 of 2016 concerning the Establishment and Composition of the Bandung City Equipment and Regulation of the Mayor of Bandung No. 1394 of 2016 concerning Position, Organizational Structure, Duties and Functions and Work Procedures of the Cooperative, Micro, Small and Medium Enterprises of Bandung City.

B. Data Collection Techniques

Data collection techniques consist of library studies, field studies (non-participant observation), in depth interviews with the Head of the Personnel and General Sub-Section, a questionnaire distributed to 14 respondents, namely the Bandung City Office of Cooperatives, Micro, Small and Medium Enterprises and documentation studies.

C. Operational Variable Research Definition

Following this, the researcher will present operational variables of the administrative presence information system and Work Discipline to facilitate the researcher in the process of making questionnaires and interview guidelines and also observation guidelines that are related to the research being conducted which is presented in the following table:

<table>
<thead>
<tr>
<th>Table 1. Independent Variable Operations</th>
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</thead>
<tbody>
<tr>
<td>Independent Variable</td>
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<tr>
<td>Information System (X)</td>
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Source : Modifications of researchers from Yakub (2012: 20)

<table>
<thead>
<tr>
<th>Table 2. Operationalization of Bounded Variables</th>
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</thead>
<tbody>
<tr>
<td>Dependent Variable</td>
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<tr>
<td>Discipline (Y)</td>
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<thead>
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<th></th>
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</thead>
<tbody>
<tr>
<td>1.</td>
<td>line with work</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>b. Employee needs are met</td>
<td>14</td>
</tr>
<tr>
<td>4.</td>
<td>Justice</td>
<td></td>
</tr>
<tr>
<td>a.</td>
<td>A. Able to be fair to subordinates</td>
<td>25</td>
</tr>
<tr>
<td>b.</td>
<td>Able to apply justice within the organization</td>
<td>18</td>
</tr>
<tr>
<td>5.</td>
<td>Supervision attached</td>
<td></td>
</tr>
<tr>
<td>a.</td>
<td>A. The presence of leaders at work</td>
<td>23</td>
</tr>
<tr>
<td>b.</td>
<td>B. There is active togetherness between superiors and subordinates</td>
<td>12</td>
</tr>
<tr>
<td>6.</td>
<td>Penalties</td>
<td></td>
</tr>
<tr>
<td>a.</td>
<td>A. Penalties are clear, logical, and reasonable</td>
<td>15</td>
</tr>
<tr>
<td>b.</td>
<td>Penalties are reasonable enough for disciplinary levels</td>
<td>22</td>
</tr>
<tr>
<td>7.</td>
<td>Firmness</td>
<td></td>
</tr>
<tr>
<td>a.</td>
<td>A. The ability to act decisively applies punishment</td>
<td>19</td>
</tr>
<tr>
<td>b.</td>
<td>B. Employee discipline is maintained</td>
<td>24</td>
</tr>
<tr>
<td>8.</td>
<td>Humanitarian relations</td>
<td></td>
</tr>
<tr>
<td>a.</td>
<td>A. Harmonious relationship between leaders and subordinates and follow subordinates</td>
<td>13</td>
</tr>
<tr>
<td>b.</td>
<td>Cooperation between employee</td>
<td>16</td>
</tr>
</tbody>
</table>

Source: Modifications of researchers from Malayu Hasibuan Human Resource Management (2005: 110)

Data analysis activities that will be used by researchers is to use a quantitative approach because it deals with testing hypotheses, and what statistical techniques are data analysis formulas and testing hypotheses that will be used. In accordance with data collection techniques using research instruments in the form of questionnaires, Likert eating scale needs to be used. Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people about events or social phenomena.

1) Validity Test

Testing the validity of the measuring instrument is first sought the price of the same correlation between the parts of the measuring instrument as a whole by correlating each item with a total score which is the sum of each item score. Calculating the validity of measuring instruments using Rank Spearman correlation is a coefficient that takes into account the closeness of the relationship between two variables X and Y which both have a measurement scale of at least ordinal.

2) Realiability Test

Reliable means reliable and reliable. Reliable research results are the results of research that have similar data in different times. Good reliability shows a certain level of reliability, because in this study using a scaling system using the Alpha Cronbach formula.
3) Regression Test

To test the influence of researchers using a simple linear regression formula, Imas Sumiati (2006; 2013) as follows:

If the variable X is known first and then Y is determined based on this X, then we determine the relationship $Y = F(X)$, the formulation of this relationship is better known as regression Y over X.

If regression Y on X is linear, the equation can be written in linear form

RESULTS AND DISCUSSIONS

The number of questionnaires the researchers distributed was 14 questionnaires distributed by researchers to respondents, namely the Office of Cooperatives, Micro, Small and Medium Enterprises Staff in Bandung City. After the questionnaire was collected, the data was processed using the Statistical Product and Service Solutions (SPSS) program.

Based on the results of the Information System questionnaire variable stated in 10 items the results for the Information System variable are obtained which shows valid there are 4 valid items. While as many as 6 items are declared invalid. The invalid item is then not included in the next analysis, as a result the total score will change. While the results of the Work Discipline variable questionnaire which shows valid are 10 items, while 6 items are declared invalid and not included in the subsequent analysis. As a result the total score will change. The new total score for both variables can be seen in the table below:

<table>
<thead>
<tr>
<th>Respondent</th>
<th>New total score for independent variables</th>
<th>New total score for dependent variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>39</td>
<td>60</td>
</tr>
<tr>
<td>2</td>
<td>32</td>
<td>52</td>
</tr>
<tr>
<td>3</td>
<td>36</td>
<td>57</td>
</tr>
<tr>
<td>4</td>
<td>37</td>
<td>60</td>
</tr>
<tr>
<td>5</td>
<td>36</td>
<td>61</td>
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<tr>
<td>6</td>
<td>36</td>
<td>63</td>
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<tr>
<td>7</td>
<td>36</td>
<td>59</td>
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<tr>
<td>8</td>
<td>36</td>
<td>62</td>
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<tr>
<td>9</td>
<td>36</td>
<td>61</td>
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<td>10</td>
<td>36</td>
<td>63</td>
</tr>
<tr>
<td>11</td>
<td>36</td>
<td>63</td>
</tr>
<tr>
<td>12</td>
<td>34</td>
<td>58</td>
</tr>
</tbody>
</table>
Furthermore, a description of the reliability level of the questionnaire data can be seen in the following table:

Relationships in the form of correlations between Information Systems with Work Discipline the discussion is carried out through Rank Spearman Coefficient formula where as the independent variable or the influencing variable is the dependent variable or influenced Information Systems Work Discipline. Based on the Alpha Cronbach reliability calculation above shows all reliable variables. Because the price obtained is more than 0.70.

**Table 4. Information System Variable Reliability against Work Discipline**

<table>
<thead>
<tr>
<th>Variabel</th>
<th>Nilai Reliabilitas</th>
<th>Kriteria Reliabilitas</th>
<th>Keterangan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sistem Informasi Administrasi Present</td>
<td>.742</td>
<td>0.70</td>
<td>Relabel</td>
</tr>
<tr>
<td>Disiplin Kerja</td>
<td>.724</td>
<td>0.70</td>
<td>Relabel</td>
</tr>
</tbody>
</table>

Source: results of data processing of researchers in 2018

Furthermore, the description of the questionnaire data regression can be seen as follows:

**Table 5. Regression coefficient tests**

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>R</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

Based on the criteria of determination of the influence of policy evaluation on community participation of 0.528, it means that the percentage of changes in Work Discipline that can be explained by the Information System through a linear relationship between Information Systems with the Discipline of the Office of Cooperatives, Micro, Small and Medium Enterprises of Bandung City is 52.8%.
Table 6. Model Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>dF</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>90.727</td>
<td>1</td>
<td>90.727</td>
<td>13.432</td>
<td>0.003 *</td>
</tr>
<tr>
<td>Residual</td>
<td>80.652</td>
<td>12</td>
<td>6.711</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>171.379</td>
<td>13</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

* Dependent Variable: Disiplin Kerja
* Predictors: (Constant), Jumlah Informasi, Administrasi, Pengenaan

H₀ : Regression model is not good for predicting Y₁ values
H₁ : Regression models can be used to predict Y₁ values

From ANOVA test or F-test, obtained F count is 13.432 with a significance level of 0.003 because of the probability (0.003) <0.05 then the hypothesis is rejected, meaning that the regression model above can be used to predict the value of Y.

Table 7. Regression Equation

<table>
<thead>
<tr>
<th>Coefficient</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intercept</td>
<td>27.561</td>
<td>3.155</td>
<td>.008</td>
<td></td>
</tr>
<tr>
<td>System</td>
<td>.902</td>
<td>.727</td>
<td>3.605</td>
<td>.003</td>
</tr>
<tr>
<td>Informasi</td>
<td>.962</td>
<td>.746</td>
<td>3.505</td>
<td>.004</td>
</tr>
<tr>
<td>Administrasi</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pengenaan</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

* Dependent Variable: Disiplin Kerja

The table above describes the regression equation: Y = 27.561 + 0.902 X. Y = Work Discipline X = Information System, regression coefficient 0.931 on Information Systems. This shows that the prediction of Information Systems influences Work Discipline positively. Based on the results of the analysis, there is a moderate / moderate influence that is equal to 0.727, meaning that the Information System variable on the variable Work Discipline in the Office of Cooperatives, Micro, Small and Medium Enterprises in Bandung has a moderate or moderate influence, so that other factors that are not measured have no influence which mean. Qualitative Analysis of Information Systems towards Work Discipline in the Office of Cooperatives, Micro, Small and Medium Enterprises, Bandung, as follows:

1) The Input Block influences the clear objectives and capabilities, exemplary leadership and remuneration

In this problem the input of data is that all civil servants must input daily activities into the e-RK application as a basis for performance evaluation. Duties and roles Civil servants according to the position of the task force and the organization of regional apparatus are regulated as follows:
a. The regional secretary has the task of reviewing the behavior of the regional head of the device

b. Head of regional apparatus has a task:
   1) Distributing activities to Structural Officials below them;
   2) Fill in the SKP;
   3) Validating activities of direct subordinates;
   4) Reviewing the work behavior of Structural Officers under him and other specified officials;
   5) Reporting the achievement of IKU / IKK;
   6) Reporting the achievements of the IKP;
   7) Reporting budget realization; and
   8) Recommend to the Assessment Team if there is innovation in the scope of the Regional Apparatus they lead.

c. Head of the Organizational Unit in the Regional Apparatus has a duty;
   1) Distributing activities to Structural Officers below them;
   2) Fill in the SKP;
   3) Fill in activities;
   4) Validating activities of direct subordinates;
   5) Reviewing the work behavior of Structural Officers under him and other specified officials;
   6) Filling budget realization;
   7) Report on the achievement of IKI; and
   8) Report to the Head of Regional Devices if there is innovation in the scope of the Work Unit that he leads.

d. Executives and Functional Departments, have the task:
   1) Filling SKP;
   2) Fill in activities;
   3) Reviewing the work behavior of colleagues and their superiors; and
   4) Reporting to direct supervisor if making innovations within the scope of the work unit in accordance with the main tasks and functions.

e. PLT has the authority to exercise the authority as the Office is in its sole position until the definitive position is established
f. The Regional Device Operator has the task;
   1) Ensure the validity of the relevant PNS Trap data scope and are registered in the BKPP database;
   2) Set the coordinator for PNS validation that has a wide range of controls in the application;
   3) The distribution of activities in the e-RK system is in accordance with the distribution made by the Head of the Regional Apparatus;
   4) Regulate behavior reviewers under certain conditions;
   5) Recapitulate and submit proposals for new activities to the e-RK admin; and
   6) Inventory and convey system problems to the admin.

g. Admin e-RK has a job:
   1) Admin e-RK on BKPP:
      a) Memonitor operational e-RK system;
      b) Adjust the activity configuration;
      c) Adjust the class configuration and position value;
      d) Adjust the e-RK system configuration;
      e) Validate employee data; and
      f) Receive data on the realization of tax and retribution achievement and the maximum amount of revenue per person
   2) Admin e-RK on Bapelitbang:
      a) Report on the achievement of IKU / IKK;
      b) Validating IKP in accordance with the tasks and functions of OPD;
      c) Changing the status of the Budget on the Regional Apparatus as a national policy impact; and
      d) Monitor the achievement of IKP.
   3) Admin e-RK in BPKA:
      a) Monitoring achievement of budget absorption and achievement of the ceiling for the procurement of goods; and
      b) Report achievement of budget absorption

Civil servants who are exempted from the obligation to carry out the input of the e-RK system as referred to in paragraphs (1) and paragraph (2) shall consist of:
a. Expert Staff;
b. Group of planners;
c. Members of the Mayor's Policy Team from PNS elements;
d. Functional position of education scope
e. Functional position of health scope that works in hospitals and health centers along with their networks;
f. PNS who are temporarily terminated as civil servants;
g. Seconded civil servants / deposits outside the Regional Government Agencies
h. PNS who carry out major leave, leave outside the State, sick leave, carry out retirement preparation (MPP) and study assignments; and
i. Civil servants who are suspects and detained by the authorities during their detention period.

2) The block model has an effect on inherent supervision and legal sanctions related to procedures, the logic of stored data is seen from:

a) Calculation of effective work time for each civil servant is set at least 6000 minutes each month
b) Each civil servant will input daily activities in accordance with the detailed activities of the annual targets that have been set
c) The time limit for filling out SKP, IKU / IKK is carried out no later than February 1 of the current year
d) When filling out daily activities, the e-RK system is set to start at 16.00 WIB until 07.30 WIB the next day
e) In the event that the e-RK system experiences technical problems on the relevant day, the daily activity of filling in the corresponding day is added one day the next day.

The deadline for filling in daily realization is carried out no later than 7 days after the activity is carried out in the event that the realization of the activity is carried out at the end of the current month, then the filling does not exceed the end of the month in question.

The validation deadline for the current month is carried out on the first 8 days of the following month.
The behavioral review deadline is carried out at the end of the month, no later than the first 8 days of the following day.

3) The output block affects justice and humanity

In the performance appraisal process based on the presence administration information system through the provision of TKD (Regional Performance Allowances) the component of the TKD administration consists of:

a) Process-based or performance allowances
b) Output based benefits or additional benefits
c) Benefits based on objective assessment

Whereas performance-based benefits as referred to above are TP-PNS that are given based on their job name and class of office multiplied by the position index and paid based on performance achievements. Additional benefits as referred to above are the TP-PNS provided based on the achievement of output.

4) Technology blocks are linked to clear capability objectives, exemplary leadership, justice and humanitarian relations

In this problem technology is needed because the administrative system of this presence through information technology to receive input, run models, access data, generate and send output from the system as a whole cannot be separated from integrated information technology so that the accumulation of performance achievements can be seen in accordance with the input given to civil servants.

5) The database block affects the example of leadership, justice, inherent supervision and human relationships.

Because civil servant data is in this database, each civil servant must fill or input activities during work within a certain period of time, therefore the database is needed updating by officers who are given the task of managing and storing work attendance data for civil servants in the local government who can accessed online and integrated by all Regional Devices.

Admin e-RK has a job:

1. Admin e-RK on BKPP:
   a. Monitor operational e-RK systems;
   b. Adjust the activity configuration;
   c. Adjust the class configuration and position value;
d. Adjust the e-RK system configuration;  
e. Validate employee data and  
f. Receive data on the realization of tax and retribution achievement and the maximum amount of revenue per person.

2. Admin e-RK on Bapelitbang:  
   a. Report on the achievement of IKU / IKK;  
   b. Validating IKP in accordance with the tasks and functions of OPD;  
   c. Changing the status of the budget on the Regional Apparatus as a national policy impact; and  
   d. Monitor the achievement of IKP.

3. Admin e-RK on BPKA:  
   a. Monitors achievement of budget absorption and achievement of the ceiling for the procurement of goods; and  

The output of this research is an integrated presence administration system model as follows:

![Integrated Presence Administration system Model](image)

**Figure 1.**  
Integrated Presence Administration system Model

**CONCLUSIONS**

Presence Administration Information System, hereinafter referred to as SIAP, is a Presence Administration Information System that functions to manage and present work attendance data for civil servants in the Local Government Environment that can
be accessed online and integrated to all Regional Devices, so as to provide information to support policy making in the Personnel Sector.

Electronic Remuneration and Performance, hereinafter abbreviated as e-RK, is an application that contains a mechanism for evaluating the performance of civil servants through an electronic system.

Dynamic Performance Allowance, hereinafter abbreviated as TKD, is an Additional Income for PNS that is given based on performance measurement consisting of main activity components and additional activities, behavior, achievement of uptake of budget absorption, achievement of IKU and completion of IKP in accordance with the authority and position of PNS.

From the results of the analysis of the data obtained in the Presence Administration Information System, the highest value is the Model Block of 0.758, meaning that the procedures that must be carried out by civil servants in inputting data must be in accordance with the logic, time management and understanding of the PNS itself.

From the results of the analysis of the data obtained from the work discipline that has the highest value is the remuneration of 0.728, meaning that the civil servants are diligently inputting their work data so that they will get additional income based on objective considerations by paying attention to workload or workplace or completeness of attendance or work performance according to ability regional finance. It can be seen that the remuneration is in accordance with the data input provided by the civil servants in each work unit of the region in this case at the Office of Cooperatives, Micro, Small and Medium Enterprises.

Academically the researcher suggests that the Administrative Information System Presence which has been carried out so far in infrastructure is already good, then the HR has also been able so that the additional income of civil servants is in accordance with what is inputted from their work but, systemically this should be evenly distributed.

Whereas theoretically the researcher suggests the Presence Administration Information System is very transparent in the matter of PNS discipline related to Reward and Punishment but because the workload is uneven, let's call it territorial (kecamatan) with several agencies such as the regional asset and finance the workload is
very different so the volume work is different in number, different in value so the additional income is different according to the volume of work. This causes jealousy in every regional device, ideally built an integrated system based on the main task function and value of income allowances adjusted to the workload and work volume.

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