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Electronic Attendance and Allowance Performance Effect towards Discipline and Work Motivation in Ministry of Religion Regional Office

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Abstract--- *This study aims to find out empirically the effect of Electronic Attendance and Performance Allowance on Discipline and Motivation of Civil Servant (ASN) Work in the Regional Office of the Ministry of Religion of West Sumatra Province (Case Study of the Administrative Office Regional Office of the Ministry of Religion of West Sumatra Province). While the dependent variable is discipline and work motivation. The research sample was ASN in the Administration Section of the Regional Office of the Ministry of Religion, West Sumatra. Samples were taken with total sampling. Data collection was done by distributing questionnaires to 68 ASN people in the Administration Section of the Regional Office of the Ministry of Religion, West Sumatra Province. The research method uses multiple linear regression analysis, by testing the statistical test hypothesis t. The results of this study indicate a significant effect of the application of electronic attendance both to discipline and work motivation, as well as performance allowances have a significant influence on the discipline and motivation of ASN work, but the effect of electronic attendance is greater than the effect of performance benefits.*

Keywords--- *discipline, electronic attendance, performance allowance, work motivation.*

1 Background

Human Resources (HR) is one of the most important resources in every organization and institution. Having human resources that have high productivity and performance is the dream of every organization and institution (Batilmurik *et al.*, 2019). These resources have a lot to play in the context of achieving company goals. If the quality of human resources owned is in accordance with the expectations of the organization and institution or institution, then the company has real competitiveness. Like all organizations and institutions, the Ministry of Religion has human resources where one of the human resources owned by the Ministry of Religion is called the State Civil Apparatus, hereinafter referred to as ASN. As a resource whose main task is to carry out the mission that has been launched by the Ministry of Religion to achieve the Vision that has been set, for this ASN certainly must have certain qualities such as having good discipline and high work motivation.

Enforcement of electronic attendance in accordance with Regulation of the Minister of Religion Number 45 of 2015 concerning Amendment to the Regulation of the Minister of Religion Number 28 of 2013 concerning Discipline on the Presentation of Civil Servants in the Ministry of Religion and for Performance Allowances at the Ministry of Religion was last complied in accordance with Presidential Regulation Number 130 of 2018 concerning Allowances Employee Performance in the Ministry of Religion.

From secondary data obtained by researchers, it is shown that the application of the use of electronic attendance and performance benefits has not had the expected impact, this is evident that during 2017 and 2018 there were

approximately 50% of ASNs working in the Administration of Regional Office of the Ministry of Religion in Sumatra Province West as well as with work motivation that has not been maximized as evidenced by the absence of ASN that receives maximum Performance Achievement Value. This can be seen in the following table:

Table 1
ASN Absenteeism Recapitulation Administration Section 2017

No	Month	Time Attendance (%)				Home Time Attendance (%)				Not Absent (%)
		TL1	TL2	TL3	TL4	PSW1	PSW2	PSW3	PSW4	
1	January	65.67	16.42	1.49	1.49	0.00	1.49	0.00	20.9	1.49
2	February	68.66	16.42	1.49	1.49	0.00	1.49	0.00	19.4	1.49
3	March	64.18	14.93	0.00	0.00	1.49	0.00	0.00	23.88	7.46
4	April	50.75	4.48	7.46	1.49	0.00	0.00	0.00	13.43	2.99
5	May	50.75	10.45	1.49	4.48	0.00	0.00	0.00	20.9	2.99
6	June	46.27	10.45	4.48	1.49	0.00	0.00	0.00	25.37	2.99
7	July	49.25	8.96	1.49	5.97	0.00	0.00	0.00	22.39	1.49
8	August	47.76	11.94	1.49	1.49	0.00	0.00	0.00	23.99	1.49
9	September	52.24	11.94	1.49	1.49	0.00	0.00	0.00	22.39	0.00
10	October	32.84	7.46	0.00	1.49	0.00	0.00	0.00	28.36	2.99
11	November	56.72	11.94	4.48	1.49	1.49	0.00	0.00	22.39	2.99
12	December	49.25	10.45	1.49	0.00	0.00	0.00	0.00	13.43	0.00
Average		47.39	11.32	2.24	1.86	0.25	0.25	0.00	21.40	2.36

Table 2
ASN Absenteeism Recapitulation Administration Section 2018

No	Month	Time Attendance (%)				Home Time Attendance (%)				Not Absent (%)
		TL1	TL2	TL3	TL4	PS W1	PS W2	PS W3	PSW4	
1	January	50.00	16.18	2.94	8.82	0.00	0.00	0.00	22.06	0.00
2	February	54.41	5.88	0.00	2.94	0.00	0.00	0.00	23.53	4.41
3	March	55.88	10.29	4.41	8.82	0.00	0.00	0.00	27.94	0.00
4	April	63.24	13.24	0.00	8.82	0.00	0.00	0.00	26.47	1.47
5	May	51.47	14.71	2.94	13.24	1.47	0.00	0.00	25.00	8.82
6	June	45.59	2.94	0.00	8.82	0.00	0.00	0.00	10.29	1.47
7	July	42.65	13.24	0.00	5.88	0.00	0.00	0.00	19.12	1.47
8	August	63.24	14.71	5.88	11.76	1.47	0.00	0.00	33.82	0.00
9	September	52.94	8.82	1.47	2.94	5.88	0.00	0.00	25.00	1.47
10	October	45.59	13.24	4.41	8.82	2.94	0.00	1.47	33.82	1.47
11	November	52.94	10.29	1.47	11.76	1.47	0.00	4.41	26.47	0.00
12	December	54.41	17.65	2.94	38.24	0.00	0.00	0.00	42.65	1.47
Average		52.70	11.76	2.21	10.91	1.10	0.00	0.49	26.35	1.84

Information:

TL1 = late 1 to 30 minutes

TL2 = late 31 to 60 minutes

TL3 = late 61 to 90 minutes

TL4 = being late for more than 90 minutes or not filling in

PSW1 = Return before the time is 1 to 30 minutes

PSW2 = Return before 31 to 60 Minutes

PSW3 = Go home before 61 to 90 minutes

PSW4 = Going home before more than 90 minutes or not filling up

Table 3
ASN Employee Target Achievement Value Administration Section in 2017

No	Target Achievement Value	Mention	Amount of ASN	Percentage
1	91-100	Very Good	-	
2	76-90	Good	68	100 %
3	60-75	Enough	-	
4	<60	Bad	-	

The delay in the ASN and not achieving the maximum value of the Annual Performance Goals shows that there are problems in applying the discipline and motivation of ASN work in the Administration Section of the Regional Office of the Ministry of Religion, West Sumatra Province.

The results of research conducted by [Mujoko \(2015\)](#), shows that electronic attendance (in this case fingerprint) affects work motivation. Where motivation is an urge that arises in a person consciously or unconsciously to take action, certain goals.

Then the results of the study of [Wright et al., \(2007\)](#); [Yunita & Saputra \(2019\)](#), prove that there is a positive relationship between the provision of performance benefits with discipline and work motivation, but in other studies there are reverse results such as those conducted by [Yusnia \(2017\)](#). Furthermore, [Asmira \(2016\)](#), shows that electronic attendance (in this case fingerprint has not been able to improve employee work discipline).

[Rachman \(2018\)](#), shows that the provision of performance allowances is not very effective to improve the performance of government officials. But on the contrary, research by [Hardani & Bachri \(2016\)](#), shows that performance allowance affects work motivation (performance) of ASN.

From the description above, the researcher is interested in conducting a study entitled "The Effect of Electronic Attendance and Performance Allowances on the Discipline and Motivation of ASN Work at the Regional Office of the Ministry of Religion of West Sumatra Province (Case Study in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province)"

Based on the background of the problem above, the researcher formulated the problem in this study as follows:

- 1) How does Electronic Attendance Affect the ASN Discipline in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province?
- 2) How does the Performance Allowance against ASN Discipline in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province?
- 3) How is the Effect of Electronic Attendance on ASN Work Motivation in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province?
- 4) How is the Effect of Performance Allowance on ASN Work Motivation in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province?

2 Literature Review

2.1 Work Motivation

According to [Rivai & Sagala \(2004\)](#), work motivation is an encouragement or stimulus to someone to do an activity, then according to [Stephen P. Robbins in Donni \(2014\)](#); [Thaief & Baharuddin \(2015\)](#); [Kagaari et al., \(2010\)](#); [Pant & Yadav \(2016\)](#). So then work motivation can be interpreted as an impulse that comes from within a person or from outside himself to carry out the tasks and functions that are the responsibility of the ASN and in connection with work motivation this research focuses on perseverance, the desire to achieve work targets, work in accordance with work goals that have been set.

In this study, work motivation indicators will be discussed as follows: Responsibility in carrying out tasks, carrying out tasks with clear targets, having a sense of pleasure at work, and working to get incentives.

2.2 Discipline

According to Rivai & Sagala (2004), discipline is the effort of employees in carrying out their work activities seriously, then according to Meanwhile Sutrisno (2009), said that discipline is an attitude of willingness and willingness to obey and obey the norms of regulations that around and according to then according to AA (2009), work discipline as an implementation of management to reinforce the guidelines the guidelines are seen as closely related to performance. Relating to disciplinary ASN contained in Government Regulation number 53 of 2010 concerning Discipline of Civil Servants mentioned in Article 1 paragraph (1) Discipline of Civil Servants is the ability of Civil Servants to obey obligations and avoid prohibitions specified in statutory regulations and/or official regulations who if not obeyed or violated are disciplined. Indicators of work discipline according to Hasibuan (2013), are the goals and abilities, leadership examples, retribution, justice, inherent supervision, sanctions for punishment, assertiveness, and humanitarian relations. Meanwhile according to Soejono (1997), indicators of work discipline are: Timeliness, Using office equipment properly, High responsibility and adherence to official rules. Factors affecting discipline are the frequency of leadership role models, adherence to work standards, adherence to work regulations and work ethics. From the data above, the indicators used in this study are Frequency of attendance (punctuality), good use of office equipment, high responsibility and adherence to official rules.

2.3 Performance Allowances

Performance allowances for ASN and specifically for ASN within the Ministry of Religion are as follows: According to the Law of the Republic of Indonesia, Number 5 of 2014 on State Civil Apparatus, in article 80 paragraph (1) In addition to the salary as referred to in Article 79 PNS also receives benefits and facilities. Paragraph (2) The benefits referred to in paragraph (1) include performance benefits and expensiveness benefits. (3) Performance allowances as referred to in paragraph (2) are paid according to performance achievements. Furthermore, specifically for the Ministry of Religion, there is a Presidential Regulation of the Republic of Indonesia number 108 of 2014 concerning Performance Allowances for employees within the Ministry of Religion which was later replaced by Presidential Regulation of the Republic of Indonesia Number 154 of 2015, mentioned in article 2 of Employees who have positions in the Ministry of Religion, in addition to being given income in accordance with statutory provisions, is given a Performance Allowance every month. Furthermore, in the Minister of PAN-RB Regulation No. 63 of 2011 concerning the Guidelines for Structuring the Performance System for Civil Servants, explains that performance benefits are a function of the successful implementation of bureaucratic reform on the basis of the performance achieved by an individual employee. The performance of individual employees must be in line with the performance achieved by the institution. Finally in the Regulation of the Minister of Religion No. 29 of 2016 concerning the Granting, Addition and Reduction of Employee Performance Allowances at the Ministry of Religion in article 1 paragraph (4) it is stated that Performance Allowances are benefits provided to civil servants which are a function of the successful implementation of bureaucratic reform and are based on the performance of the civil servant is in line with the performance of the organization where the civil servant works. Performance Allowance Indicators at the Ministry of Religion in accordance with Minister of Religion Regulation No. 29 of 2016, are: appropriateness between position and performance allowance suitability of performance achievements with performance allowance and suitability of workload with performance and indicator allowance are used all in this research.

2.4 Electronic Attendance

Electronic attendance is a tool used to determine the attendance of office employees, companies and educational institutions to get employee attendance data accurately and automatically. The tools used for electronic attendance today are very diverse ranging from card attendance, fingerprint attendance (fingerprint), and facial time attendance machines, whereas at the Regional Office of the Ministry of Religion currently use face attendance machines. In this study, the indicators used in testing electronic attendance variables are the presence of ASN and the number of hours worked by ASN.

2.5 Prior Research

There are some previous researches related to this study. 1) Yusnia (2017), with the title of research (The Effect of Performance Allowances on Work Motivation, Work Discipline and Employee Performance of Watershed Management Centers in East Java. The Conclusion is a) Job benefits do not affect employee motivation and work

discipline; b) Performance allowances have a significant negative effect on employee performance; c) Motivation and discipline do not affect employee performance;

From the results of this research it can be concluded that the performance allowance was not able to improve discipline, motivation, and the performance of the Management of Watershed Management Centers in East Java. 2) [Nurul \(2013\)](#), (Effect of Policy Implementation on Fingerprint Attendance on Employee Work Discipline at Bandung Ministry of Religion Office: 2013). Conclusion: Policy Implementation (communication, resources, disposition, and bureaucratic structure) on Finger Print Attendance has a high influence on employee Work Discipline at the Office of the Ministry of Religion in Bandung. 3) [Mujoko HS \(Finger Print Management and Work Motivation Towards Improvement of Teacher Performance of MTsN Gemolong Sragen: 2015\)](#). Conclusion: there is a significant relationship between Finger Print Management variables on teacher performance. 4) [Rachman \(2018\)](#) (Effectiveness of Providing Study Area Performance Allowances to Lampung Province Equipment and Assets Bureau 2016) "Conclusion: Providing performance allowance to Regional Equipment and Assets Bureau is considered to be less effective.

2.6 Research Conceptual Framework

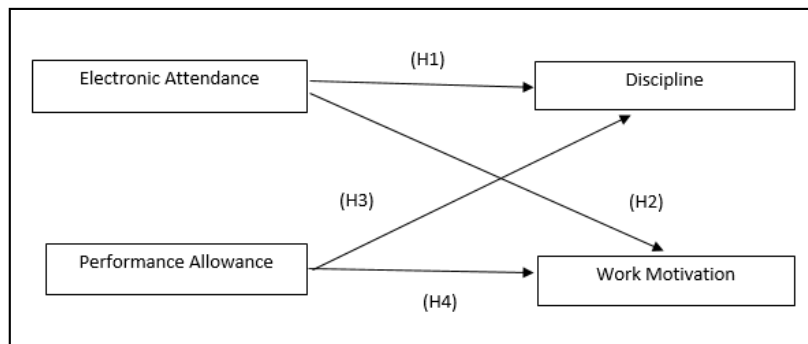


Figure 1. Research conceptual framework

3 Research Methods

3.1 Types and Research Methods

The research method used in this research is quantitative research with correlational research types. Qualitative research is a process of naturalistic inquiry that seeks in-depth understanding of social phenomena within their natural setting. It focuses on the "why" rather than the "what" of social phenomena and relies on the direct experiences of human beings as meaning-making agents in their everyday lives ([Latupeirissa, 2019](#)).

3.2 Research Objects, Populations and Samples

The object to be examined in this study is the effect of electronic attendance and performance allowances on the discipline and motivation of ASN work in the Regional Office of the Ministry of Religion of West Sumatra Province (Case study in the Administration Section). The study population was all ASN in the Regional Office of Administrative Affairs of the Ministry of Religion of West Sumatra Province while the study sample was ASN in the Regional Administration of the Regional Office of the Ministry of Religion of West Sumatra Province so that the sampling technique was that the entire population was sampled or total sampling of 68 respondents. The population and sample are illustrated in the table below

Table 4
Research Population and Sample

No	Sub Section Name	Number of Employees
1	Head of Administration	1 Person
2	Sub-Section Planning and Finance	18 Person
3	Sub-Division of Organization, Management, and Staffing	20 Person
4	Sub Division of Law and Religious Harmony	5 Person
5	Sub-Section Information and Public Relations	8 Person
6	General Sub-Section	16 Person
Amount		68 Person

Source: Ministry of Religion Simpeg

3.3 Research Variables, Operational Definition Variables and Data Collection Techniques

The variables in this research are as follows:

1. Dependent Variable
 - a) Discipline
 - b) Work motivation
2. Independent variables
 - a) Electronic Attendance
 - b) Performance Allowance

The operational definitions of variables for each of the variables above are as follows:

- a) Discipline is a feeling of being obedient and compliant with values that are believed to be his responsibility while ASN discipline is the ability of Civil Servants to obey obligations and avoid the prohibitions specified in statutory regulations and/or official regulations which if not obeyed or violated are punished discipline
- b) ASN's work motivation is the encouragement that comes from within and from outside himself which encourages him to obey and work in accordance with the provisions of the legislation to achieve the set work targets.
- c) Electronic Attendance is a way to record the attendance of employees at an agency by using technology-based tools that can accurately record attendance at both entry and return hours, where the equipment used can be a card, fingerprint or a tool to record the retina of the eye and other tools that similar to that.
- d) Performance Support is the allowance given to ASN which is included in the salary component given by taking into account the performance achievements, attendance and class position of ASN.

Data collection was carried out using interview, observation, and questionnaire distribution to the research sample. Specifically, for the questionnaire before being tested on samples that have actually been tested beforehand to other respondents who have the same characteristics as the research sample using the validity test and reliability test.

3.4 Technical Data Analysis

In this research technical analysis of data used descriptive analysis techniques that describe the relationship or influence of electronic attendance (X1) and performance allowance (X2) as independent variables on Discipline (Y1) and Work Motivation (Y2) as dependent variables which are then processed using the SPSS program which can describe measurable data.

The data analysis techniques used in this study are:

- a. Descriptive analysis
- b. Classic assumption test
 - 1) Normality test
 - 2) Heterokedastisits Test
 - 3) Multicollinearity Test
- c. Hypothesis testing
 - 1) Multiple Regression Analysis Test
 - 2) Test Statistics T

3) Dual Determination Coefficient (R2)

4 Results and Discussion

4.1 Descriptive Analysis

From the results of the questionnaire distributed to the respondents, it was found that for all the variables TCR results were obtained with a value between 79.80% to 87.07% which illustrates that the respondent gave a positive response to the research indicators described in the research questionnaire. The TCR data can be seen in the following table:

Table 5
Descriptive Variable Analysis

	N	Minimum	Maximum	Average	Std.	TCR	Designation
	Statistic	Statistic	Statistic	Statistic	Deviation		
		Statistic	Statistic	Statistic	Statistic		
Electronic Attendance	58	1.71	5	4.36	.755	87.19	Very good
Performance Allowance	58	1.60	5	3.98	.753	79.72	good
Discipline	58	1.40	5	4.24	.692	84.82	Very good
Work Motivation	58	1.25	5	4.20	.731	84.02	Very good
Valid N (list wise)	58						

4.2 Classical Assumption Test

Normality test

The normality test is illustrated in the following table:

Table 6
Normality Test Results
One-Sample Kolmogorov Smirnov

		Electronic Attendance	Performance Allowance	Discipline	Work Motivation	Unstandardized residual	Unstandardized residual
N		58	58	58	58	58	58
Normal Parameters ^a	Mean	30.5172	39.8621	37.9310	50.4138	.000	.0000
	Std. Deviasi	3.73340	5.53283	4.34827	6.05250	2.5973	3.65732
Most Extreme Differences	Absolut	.118	.165	.173	.173	.101	.084
	Positif	.115	.145	.119	.121	.043	.061
	Negatif	-.118	-.165	-.173	-.173	-.101	-.084
Kolmogorov-Smirnov Z		.896	1.253	1.320	1.315	.770	.638
Asymp. Sig. (2-tailed)		.398	.086	.061	.063	.594	.811

a) Test Distribution is Normal

Based on the table above, it can be seen that the results obtained from calculations on SPSS obtained α values in sequence for X_1 (Electronic Attendance), X_2 (Performance Allowance) Y_1 (Discipline) and Y_2 (Work motivation) and residual value with residual un-standard testing for Y_1 and Y_2 obtained values of 0.398, 0.86,

0.061, 0.63, 0.594 and 0, 811 where this value is greater than 0.05, so it can be concluded that the variables tested were normally distributed.

b) Heteroskedasticity Test

The Heteroskedasticity test is illustrated in the following table

Table 7
Heteroskedasticity Test Result

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	5.762	1.924		2.994	.004
	Electronic Attendance	-.091	.065	-.207	-1.389	.170
	Performance Allowance	-.025	.044	-.084	-.562	.576

From the table above it can be seen that for variable X_1 (electronic attendance) the sigma value is 0.17 and for X_2 (Performance Allowance) the sigma value obtained is 0.576, both of these values are greater than 0.05 so that in this study the variables tested did not have heteroscedasticity problems in the regression model.

c) Multicollinearity Test

The Multicollinearity test is illustrated in the following table

Table 8
Multicollinearity test result

Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	6.839	3.160		2.164	.035		
	Electronic Attendance	.542	.107	.465	5.041	.000	.762	1.312
	Performance Allowance	.365	.073	.465	5.039	.000	.762	1.312

Source: Data Processing

From the table above it can be seen that for the independent variables, namely Variables X_1 (electronic attendance) and X_2 (Performance Allowance), the Tolerance value is 0.762 and the VIF value is 1.312, from this result we can conclude that there is no multicollinearity problem in the regression model because of tolerance > from 0.01 that is 0.762 and VIF value < of 10 that is 1.312 of the variables to be studied, namely the influence of Electronic Attendance (X_1) and Performance Allowance (X_2) on Discipline (Y_1) and Work Motivation (Y_2).

4.3 Hypothesis Test

The results of the Hypothesis Test for multiple regression analysis, t-test statistics and the multiple coefficients of determination test are illustrated in the following tables:

Table 9
Test Results for Multiple Linear Regression Analysis for Y_1

Model		Unstandardized Coefficients		Standardized Coefficients		T count	Sig.	Correlations	
		B	Std. Error	Beta				Zero-order	Partial
1	(Constant)	6.839	3.160			2.164	.035		
	Electronic Attendance	.542	.107	.465		5.041	.000	.692	.562
	Performance Allowance	.365	.073	.465		5.039	.000	.692	.562

a. Dependent Variable: Discipline

From the table, we get the equation for Y_1 : $Y_1 = 6.839 + 0.542X_1 + 0.365X_2$

Table 10
Test Results for Multiple Linear Regression Analysis for Y_2

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations	
		B	Std. Error	Beta				Zero-order	Partial
1	(Constant)	7.508	4.449			1.687	.097		
	Electronic Attendance	.726	.151	.448		4.797	.000	.680	.543
	Performance Allowance	.521	.102	.476		5.100	.000	.694	.567

a. Dependent Variable: Work Motivation

From the table above we get the equation for Y_2 : $Y_2 = 7,508 + 0.726X_1 + 0.521X_2$

Table 11
Determination Coefficient Test Results (R_2) for Y_1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.802 ^a	.643	.630	2.644

a. Predictors: (Constant), Performance Allowance, Electronic Attendance

b. Dependent Variable: Discipline

Table 12
Coefficient Test Result (R_2) for Y_2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.797 ^a	.635	.622	3.723

a. Predictors: (Constant), Performance Allowance, Electronic Attendance

4.4 Discussion

Electronic Attendance to Discipline

Based on the results of data processing in this study and in accordance with previous hypotheses, then in this study it can be proven that electronic attendance has a positive influence on ASN discipline in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province, where if we look at the coefficient of determination above the effect is 64.3%. From the hypothesis test results obtained t count of 5.041 which is greater than t table with a value of 2.00172 which proves that there is an influence on the use of electronic attendance on ASN discipline in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province when viewed from the results of this study the effect of absenteeism This electronic is very significant for ASN discipline attendance, so it can be said that the application of the use of electronic attendance can be one solution to improve ASN discipline.

Electronic Attendance to Work Motivation

In accordance with the hypothesis that has been proposed and from the results of data processing that researchers have done, it can be proven that there is a significant positive influence of electronic absenteeism variables on ASN work motivation at the Regional Office of the Ministry of Religion of the West Sumatra Province where the results of the research conducted obtained coefficient R2 determination of 0.635 or 63.5% then it was also obtained that from the results of the hypothesis t-test amounted to 4.797 and a significant level of 0 means that the proposed hypothesis can be accepted so that the application of electronic attendance affects the motivation of ASN in the Administration Section of the Office of the Ministry of Religion West Sumatra Province. From the results of the regression in this study, we can see that the coefficient of electronic absenteeism is greater than the coefficient of performance allowance, this shows that increased supervision in the application of electronic attendance will further increase ASN work motivation.

Performance Allowance to Discipline

From the results of data processing that researchers have done can be described that the Performance Allowance has an influence on the discipline of ASN in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province, namely by t count greater than t table and the coefficient of determination of 0.643 or 64.3% and also in accordance with the hypothesis that has been proposed that the Performance Allowance has a significant influence on the ASN Discipline in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province. This shows that the greater the performance allowance, the ASN Discipline will also increase, but the coefficient of performance allowance that has been illustrated in the previous regression equation is smaller than the electronic attendance coefficient, this shows that although performance benefits do affect the ASN discipline, the same from the equation illustrated that the ASN in the Administration Section of the Regional Office of the Ministry of Religion of the Province of West Sumatra does not work just by expecting mere rewards.

Performance Allowance to Work Motivation

Data obtained from research respondents based on distributed questionnaires showed that there was a match between position and performance allowance, suitability of performance achievements and performance allowance and also in accordance with workload with ASN performance achievements in the Regional Office Administration Section of the Ministry of Religion of West Sumatra Province, as illustrated in point 7.3 above it can be seen from the regression equation that the performance allowance has a smaller coefficient than electronic attendance, here is illustrated again that not only are the benefits expected by ASN to these agencies at work, but they have been able to motivate themselves. However, of course, increasing the performance allowance would be one factor to increase their work motivation, because an increase in performance allowance would improve the wealth of them and their families.

From the results of the study it can be proven that the 4th hypothesis "there is a significant influence of the performance allowance variable on the ASN Work Motivation variable in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province". This is evidenced by a count of 5.1 and a significant degree of 0 and from the results of the determination coefficient of 0.635 or 63.5% so that the greater the performance allowance provided, the higher the work motivation of the ASN

5 Conclusions

Having analyzed the data, there are several things to be concluded, as follows.

- a) Electronic Attendance provides a significant influence on ASN Discipline in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province;
- b) Electronic attendance has a significant influence on ASN's Work Motivation in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province.
- c) Performance Allowance has a significant influence on the ASN Discipline in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province;
- d) Performance Allowance has a significant influence on ASN Work Motivation in the Administration Section of the Regional Office of the Ministry of Religion of West Sumatra Province;
- e) Electronic attendance has a more significant influence on the discipline and motivation of ASN work in the Administrative Section of the Regional Office of the Ministry of Religion of West Sumatra Province compared to the Performance Allowance. This shows that ASN still needs a system to encourage it to follow the existing rules, in this case, the electronic attendance system.

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