The Effect of Implementing Online Presence With Selfi Application and Work Discipline on Employee Performance

Rizki Dila Putri[1], Fatih Fuadi[2], Mia Selvina[3]

[1] Universitas Islam Negeri Raden Intan Lampung, Indonesia; putriktb978@gmail.com
[2] Universitas Islam Negeri Raden Intan Lampung, Indonesia; fatihfuadi@radenintan.ac.id
[3] Universitas Islam Negeri Raden Intan Lampung, Indonesia; miaselvina@radenintan.ac.id

Abstract	This research aims to determine the effect of online attendance and work discipline on employee performance at the Regional Revenue Agency (BAPENDA) of Lampung Province of Lampung Province. The method used is a questionnaire with 30 respondents selected from the employees of the Regional Revenue Agency (BAPENDA) of Lampung Province of Lampung Province. This study is quantitative in nature. The data analysis technique employed in this research is PLS (Partial Least Square) using the SmartPLS 3.0 software. The findings of the study indicate that online attendance has a positive and significant effect on employee performance, and work discipline also shows a positive and significant result on employee performance. From an Islamic perspective, performance is not only measured by productivity but also by spiritual values such as trustworthiness, integrity, and responsibility. This research is conducted with an Islamic perspective and focuses on the employees of the Regional Revenue Agency (BAPENDA) of Lampung Province (BAPENDA) of Lampung Province.
Keywords	Online Presence; Work Discipline; Employee Performance; Islamic Perspective

Corresponding Author:
Rizki Dila Putri
Universitas Islam Negeri Raden Intan Lampung, Indonesia; putriktb978@gmail.com

1. INTRODUCTION

In the modern era, organizations and institutions must be able to adapt to technological advancements. Technological progress has led to a shift from manual systems to electronic ones. Technology is capable of replacing the management system of human resources in an organization or company, such as attendance tracking, which was previously manual and is now using an electronic system. In the digital era, the use of online attendance systems is increasingly prevalent in various government and private institutions. This system not only simplifies the process of recording attendance but also enhances the accuracy of employee absenteeism data. Research by (Syah, 2023) The implementation of online attendance can significantly influence employee discipline.

For government institutions like the Regional Revenue Agency (BAPENDA) of Lampung Province, transparent and accurate attendance systems become particularly crucial. BAPENDA's primary challenge lies in rebuilding public trust regarding regional revenue management, particularly taxes, which are often associated with transparency and accountability issues (Bahasoan & Baharuddin, 2023). Implementing electronic attendance systems for employees not only ensures internal discipline but also symbolizes the institution's commitment to good governance. When the public observes that government officials maintain discipline through transparent monitoring systems, confidence in development programs and tax management can gradually be restored. In this context, attendance systems transcend their administrative function, becoming part of a broader strategy to enhance institutional performance, strengthen accountability, and ultimately rebuild public trust.

BAPENDA's efforts to increase regional revenue through tax system improvements and public service enhancements will prove more effective when supported by a well-monitored and motivated workforce. Electronic attendance systems serve as monitoring and evaluation tools that foster a culture of discipline while creating a more productive work environment. Therefore, technological adaptation in attendance management represents a tactical step that aligns with BAPENDA's strategic objectives of improving organizational performance and stakeholder confidence (Nandrang et al., 2025; Sitopu et al., 2021; Yuliandi & Tahir, 2019).

This version maintains formal academic tone while improving flow, eliminating redundancy, and strengthening the connection between attendance systems and performance management. The translation preserves all original meaning while adhering to proper English grammar and syntax conventions for academic writing (Dieva & Swasti, 2024; Juniarto & Suprapti, 2024; Sjahruddin & Adi Cakranegara, 2023).

To effectively fulfill its mandate, BAPENDA must urgently address human resource quality issues that directly impact public trust. Current challenges are evident in Lampung's 2022 tax revenue realization of only 82.3% of targets, with 147 service complaints recorded by the Ombudsman in 2021 alone. A 2023 LP3ES survey revealed 68% of local businesses distrust tax officers' consistency, while the province's 58% taxpayer compliance rate lags behind the national 72% average. These credibility gaps manifest in tangible development delays, such as the stalled Trans-Sumatra Highway project in West Lampung due to budget shortfalls. The solution requires dual interventions: implementing strict electronic attendance systems to ensure workforce accountability, coupled with specialized tax administration training programs. Success stories like Central Java's treasury office, which improved taxpayer satisfaction scores from 5.2 to 7.8 after similar reforms, demonstrate that enhanced HR discipline directly translates to better fiscal performance and restored public confidence. For BAPENDA, bridging this trust gap is critical - every percentage point gain in employee productivity

could generate billions in additional regional revenue for Lampung's development priorities (Luciana Spica Almilia et al., 2024; Malik et al., 2025; Paulus, 2022).

Human resources are the most crucial key to achieving the company's vision and mission. Good HR management will lead to effective employees. The success of a company's or agency's development depends on the quality and behavior of its employees. Therefore, there is a need for human resource management to align employee performance to achieve its goals effectively and efficiently in the future (Fauzan, 2023; Listyorini et al., 2024; Pramesti & Azizah, 2023; Riau Kepulauan et al., 2024). Employees themselves play a very important role in the company, as they are the overall driving force. One way to achieve the company's objectives is by improving the performance of quality employees. The better the employee performance, the faster the company can achieve the established vision and mission (Geopani et al., 2024; Nuraeni et al., 2022; Yogi et al., 2025). According to Hasibuan, human resource management is the science and art of managing employee relationships and roles to contribute effectively and efficiently to the achievement of goals. Therefore, every company always strives to improve its employees' performance with the hope of achieving the set objectives (Kristanti et al., 2023)

Attendance is one of the benchmarks for employee development methods. If employee absenteeism decreases after participating in development programs, it indicates that the development methods implemented are effective. Conversely, if absenteeism remains the same, it suggests that the applied development methods may be inadequate (Puri Mei Setyaningrum, 2022). The transition from a manual attendance system to an electronic one is expected to help achieve the company's goals, enabling employees to work professionally. To reach this primary objective, the company must have employees who demonstrate good discipline (Diantara et al., 2024).

The online attendance system not only simplifies the process of recording attendance but also facilitates management in monitoring employee work discipline. Employees using a selfie application can easily report their attendance from any location, reducing the likelihood of fraud and enhancing honesty in reporting work hours. According to Muhammad Safudin, an online attendance system is a system that allows employees to record and report their attendance electronically through devices such as computers, mobile phones, or tablets with an internet connection. This system replaces or complements traditional manual methods, such as physical attendance lists or timesheets that need to be filled out and processed manually (Setiawan et al., 2024).

With a transparent system in place, it is hoped that employee work discipline will improve, which in turn will impact their performance. The online attendance system allows for real-time recording of civil servant attendance, minimizing fraud and enhancing accountability. Research shows that the use of technology in attendance systems can increase the efficiency and effectiveness of attendance data management (Safudin, 2018).

In addition to improving discipline, the implementation of this technology also emphasizes transparency and efficiency in managing employee attendance. In the government sector, this is crucial, as having a accountable system can enhance the credibility of the institution in the eyes of the public. The use of the Selfi application at Bapenda Lampung is expected to serve as an example of effective technology implementation (Khairul Anwar & Indasah, 2021).

The online attendance system, such as the Selfi application, is an innovation that leverages information technology to facilitate employee attendance recording. With this system, employees can check in digitally, which not only increases data accuracy but also makes it easier for management to monitor employee attendance in real-time. Research indicates that the implementation of an efficient attendance system can contribute to improved employee work discipline, which in turn positively impacts their performance.

However, despite the many advantages of online attendance systems, challenges in their implementation still exist. Some employees may face difficulties in using the application, either due to a lack of understanding of technology or resistance to change. Furthermore, even if employees use the online attendance system, it does not always guarantee an increase in work discipline. Therefore, it is essential to investigate the relationship between the implementation of the online attendance system and work discipline, as well as its impact on employee performance at Bapenda Lampung Province. The data below shows the percentage of employees who experience technical difficulties or have a negative attitude toward change (Kompensasi et al., 2020).

Table 1.

Data Employees experience technical difficulties or have a negative attitude toward change

No	Problem	Percentage
1	Experience Technical Difficulties	50%
2	Negative Attitude Toward Change	50%

Source: Preliminary Research for 2025

Moreover, work discipline is one of the critical factors influencing employee performance. Employees who are disciplined in carrying out their tasks tend to be more productive and capable of completing their work effectively. In the context of the Regional Revenue Agency (BAPENDA) of Lampung Province, where revenue management heavily relies on employee performance, maintaining a high level of discipline is crucial. Discipline is a vital function and key to achieving goals, as it is challenging to realize maximum objectives without good discipline. Discipline is the sense of obedience and adherence to values that one believes are their responsibilities, such as office tasks and employee attendance at the designated hours set by the organization. The higher the level of discipline, the better

the employee performance will be, leading employees to willingly work to the best of their abilities to achieve the company's objectives (Tua Sidabukke et al., 2024).

Employee performance is a crucial factor for any company. Performance is the manifestation of an employee's work behavior, reflected as work achievements in accordance with their role within the organization over a specific period. This is because employee performance is a determinant of success, and in research, it has been shown that (Tukiyat et al., 2024) The study titled "The Influence of Employee Discipline and Infrastructure on Employee Performance Through the Implementation of Online Attendance at the South Banjarbaru Subdistrict Office" indicates that the Android-based online attendance system has a significant impact on employee performance in the South Banjarbaru Subdistrict. However, this study differs from the results of research conducted by other researchers such as (Tua Sidabukke et al., 2024).

In every organization, humans are one of the essential components that bring the organization to life. This must be supported by good performance, as without it, the organization will not achieve its goals. Improving performance will enhance the company's progress in an unstable business competition (Hernandi & Juddy Prabowo, 2024).

From an Islamic perspective, work discipline has a deeper meaning, where every action in the workplace is considered part of worship. Employees who adhere to Sharia principles are expected to demonstrate high commitment and responsibility toward their work. Therefore, it is important to explore how the implementation of online attendance systems, such as the Selfi application, can contribute to improving employee work discipline and how this, in turn, impacts their performance within the context of Islamic values. Verse 59 of Surah An-Nisa serves as a crucial foundation in shaping behavioral indicators in the workplace, particularly in terms of structured obedience and compliance. The verse emphasizes the importance of obeying Allah, the Messenger, and those in rightful authority, which can be interpreted in a professional context as adherence to divine values, organizational norms, and leadership hierarchy. In practice, the behavioral indicators reflected in this verse include discipline, loyalty, responsibility, and collaboration. Obedience to Allah is manifested through integrity and strong work ethics, while obedience to leaders is demonstrated by respecting company policies, following work procedures, and supporting the organization's vision and mission. Furthermore, the verse also implies the importance of balancing compliance with wisdom, where employees do not follow orders blindly but are also capable of contributing critically for the collective good. Thus, the values in this verse serve as a guide for creating a harmonious, productive, and ethically grounded work environment based on divine principles and just leadership.

Overall, this verse teaches that obedience to Allah, His Messenger, and leaders is an integral part of a Muslim's life, reflecting the values of discipline, responsibility, and order within society.

Additionally, based on Surah Al-Mu'minun, verse 8: "And they who are to their trusts and their covenant due."

This verse emphasizes that every individual must uphold the trust and responsibilities given to them, including in their work. Wasting time, such as being lazy during working hours or using work time for personal interests, is a form of betrayal of the trust that has been entrusted. In Islam, work is part of worship, making discipline in carrying out tasks a necessity.

The novelty of this research lies in the use of human resource management theory as a foundation to delve deeper into the role of online attendance and work discipline on employee performance, as well as how time management systems are applied among employees. Unlike previous studies that only discussed online attendance without linking it to work discipline and using different theoretical approaches, this study presents a more relevant theory and introduces a new perspective through the lens of Islam. This research also provides a more comprehensive insight into the influence of online attendance and work discipline on employee performance. By aligning human resource management practices with Islamic principles, this study focuses on the collaboration between online attendance and work discipline in the context of Islam. This approach contributes significantly by offering practical solutions and new insights that connect Islamic values with the enhancement of employee performance, filling a gap in the literature that has not been extensively discussed (Shofiyah et al., 2025).

This study aims to examine the impact of the online attendance system and work discipline on employee performance at the BAPENDA (Regional Revenue Agency) of Lampung Province. Furthermore, it seeks to analyze how Islamic values strengthen the relationship between these variables, thereby enhancing overall performance. By focusing on these key factors, the research intends to provide empirical evidence and actionable insights for BAPENDA management in formulating policies that effectively improve employee performance while integrating Islamic principles.

Human Resource Management

The theory of human resource management (HRM) emphasizes the importance of effective management of human resources to enhance organizational performance (Tanesha Putri Taopiq & Fuziyati, 2024). The implementation of an online attendance system can be considered one of the strategies in human resource management aimed at improving employee discipline and performance.

Human resources are individuals who contribute productively in their roles as managers within an organization, institution, or business. They are regarded as important assets that require training and development processes. Human resource management encompasses various activities, such as recruitment, training, benefits provision, and more. Training itself aims to enhance skills relevant to specific positions or tasks in the workplace (Muna et al., 2025). Meanwhile, development focuses more

on the strategic needs of the organization in the long term. In general, training and development aim to address obstacles, improve employee performance efficiency, and maximize their potential and capabilities.

Online Attendance

The assessment of civil servants can be conducted through various aspects, one of which is discipline, as seen from the punctuality of attendance through presence tracking. Attendance is an activity carried out to monitor an individual's presence. Additionally, attendance is mandatory for institutions to understand employee discipline in their work (Abrori et al., 2023).

Attendance is a type of presence or collection of attendance information from employees as part of the reporting process for a company or institution. According to [relevant source], the online attendance system allows for real-time collection of attendance data, making it easier for management to monitor and evaluate employee work discipline. With this system in place, institutions can more easily identify attendance patterns, reduce the likelihood of fraud, and enhance employee accountability (Elisabeth, 2023).

The online attendance system also provides convenience for employees to report their attendance from any location, thereby increasing flexibility and efficiency in the attendance process. Consequently, the implementation of this system not only contributes to improved work discipline but also to the overall performance enhancement of the organization.

Overall, the integration of human resource management and the online attendance system can create a more productive and responsive work environment, which in turn supports the achievement of organizational goals (Muhammad Arifin & Widiyarta, 2021) The attendance system is a method used to control discipline that has been implemented by a company. Online attendance is a program or policy from the government that connects the management of employee attendance data. The online attendance system can reduce the level of fraud that often occurs in companies and institutions, such as data manipulation and proxy attendance, as only civil servants can access their own accounts.

Additionally, the online attendance system can generate highly accurate reports because the attendance data is processed and neatly compiled by the system. This online attendance system is essential in every institution, as it allows the organization to assess or monitor the discipline of its employees.

Work Discipline

Discipline is a behavior that needs to be instilled in every individual, both within and outside the organization. Each individual is expected to comply with the agreed-upon rules and be willing to accept

the consequences if violations occur. Over time, this compliance will develop into a positive habit that is embedded in the heart and soul. Discipline serves as a preventive measure against violations of the established regulations, thereby minimizing penalties for individuals or groups (Sisiawan Putra et al., 2025).

For a manager, discipline becomes a tool for coordinating with employees, aiming to foster awareness of the importance of adhering to social norms and company regulations. Employees who disregard the rules demonstrate poor work discipline, while those who comply with the regulations reflect a good disciplinary attitude (Partika, 2020).

Employee Performance

Performance is the behavior exhibited by each individual as a result of their work achievements, in accordance with the roles they fulfill within the company. Performance assessment is the evaluation process conducted by the organization to assess the execution of employee tasks. This process has significant benefits as it allows the organization to understand the actual condition of employees based on their performance. The data obtained from this assessment can be used as a basis for decision-making within the organization (Sulyantie & Gani, 2023).

According to Mangkunegara, performance is the achievement of work results, both in terms of quality and quantity, that an employee attains while carrying out their duties in accordance with the responsibilities assigned. Meanwhile, according to Jufrizen, performance refers to the work results obtained by individuals or groups within an organization or company (Mangkunegara, 2000).

The Effect of Implementing Online Presence on Employee Performance

Implementing online presence refers to the method used to monitor employee attendance digitally, which can enhance their discipline and performance. According to Social Presence Theory, interactions that occur in a digital environment can increase engagement and communication among employees, which in turn can contribute to improved performance (Lestari et al., 2024). With an effective online attendance system, employees can more easily report their presence, fostering a sense of responsibility and increasing productivity.

Based on research conducted by (Azmy et al., 2022), the findings indicate that the implementation of an online attendance system positively affects employee discipline, ultimately leading to improved performance. This study found that respondents perceived benefits from the online attendance system in enhancing their discipline and performance. Research by (Nilasari et al., 2021) also supports these findings, where the results show that the use of an online attendance system has a significant impact on employee performance, particularly in terms of productivity and job satisfaction.

Additionally, a study by (Lutfi et al., n.d.) found that the online attendance system has a direct impact on employee performance, with employees utilizing this system demonstrating improvements in their work outcomes. Research by (Abun et al., 2021) further indicates that the adoption of digital technologies, including online attendance systems, significantly influences job satisfaction and overall employee performance. Based on this discussion, the following hypothesis can be formulated:

H1: Implementing online presence has a positive and significant effect on employee performance.

The Effect of Work Discipline on Employee Performance

Work discipline refers to the adherence of employees to established rules, regulations, and standards within the workplace, which can significantly impact their overall performance. According to the Theory of Planned Behavior (TPB), positive attitudes towards work discipline can enhance employees' intention to perform their tasks effectively, leading to improved performance outcomes (Ajzen, 1991) in (Meria et al., 2024)). When employees exhibit strong work discipline, they are more likely to meet deadlines, maintain productivity, and contribute positively to the organization.

Research conducted by (Rusdiyanto, 2021) indicates that there is a strong correlation between work discipline and employee performance. Their findings reveal that employees who demonstrate high levels of discipline tend to achieve better performance metrics, including quality of work and efficiency. This study highlights the importance of fostering a disciplined work environment to enhance overall employee effectiveness.

Supporting this, a study by (Anastasya et al., 2020) found that work discipline significantly influences employee performance, particularly in terms of productivity and engagement. The results suggest that disciplined employees are more likely to take initiative and show commitment to their roles, which ultimately benefits the organization.

Furthermore, research by (Ximenes et al., 2019) emphasizes that work discipline has a direct impact on employee performance, with disciplined employees exhibiting higher levels of job satisfaction and lower turnover rates. This indicates that maintaining discipline not only enhances performance but also contributes to a more stable workforce.

Additionally, a study by (Bilal et al., 2021) supports the notion that work discipline is a critical factor in achieving high employee performance. Their findings suggest that organizations that prioritize discipline in their operational practices see significant improvements in employee output and morale. Based on this discussion, the following hypothesis can be formulated:

H2: Work discipline has a positive and significant effect on employee performance.

2. METHODS

Research Design

This study employs a quantitative descriptive method. The quantitative method can be defined as a research approach based on positivist philosophy, which is used to study a specific population or sample (Sugiyono, 2013). Data collection is conducted using research instruments, and the data analysis is quantitative or statistical in nature, aimed at describing and testing the previously established hypotheses (Sugiyono & Lestari, 2021). Descriptive quantitative research involves collecting and analyzing numerical data to describe characteristics of a population or phenomenon. It facilitates hypothesis testing by using structured data collection methods and statistical analysis to confirm or refute the proposed hypotheses (Zulfikar et al., 2024). Data collection is conducted using research instruments, and the data analysis is quantitative/statistical in nature, aimed at testing the established hypotheses (Suwarsa, 2021)

Population

According to Sugiyono (Cahyadi, 2022), "Population is a generalisation area consisting of objects or subjects that have certain numbers and characteristics determined by researchers to be studied and from which conclusions are drawn. The population in this study included all employees at the Lampung Province Regional Revenue Agency (BAPENDA) of Lampung Province, totalling 166 employees.

Samples and Sampling Techniques

A sample is a portion of the population that represents the entire population (Agung & Yuesti, 2019; Amin et al., 2023). The sample was drawn using purposive sampling technique to ensure relevance and representativeness. The sample criteria in this study are those who fall into the productive age between the ages of 18-35 years. The sample size was determined using the Hair et al. formula, which is particularly appropriate when the population size is unknown. This formula suggests that the minimum sample size should be 5-10 times the number of indicator variables being analysed (Fatma et al., 2021). Sehingga sebanyak jumlah indikator yaitu 3 indikator dikali 10 (3 x 10 = 30 So based on the calculation of the formula, the number is obtained by targeting 30 respondents who work at the Lampung Province Regional Revenue Agency (BAPENDA) of Lampung Province.

Data Collection Methods

Data were collected using a structured questionnaire distributed online. Questionnaires are the most effective technique for collecting data from a large number of geographically dispersed respondents (Hartono, 2018). The questionnaire consists of Likert scale items that measure kehadiran

online, disiplin, kinerja.

Data Analysis Technique

According Sugiyono(Nurholiq et al., 2019), Data analysis is the process of systematically searching and organising data obtained from interviews, observations, and documentation. This study uses the Partial Least Squares Structural Equation Modeling (PLS-SEM) approach, which is implemented with SmartPLS 3. Simple regression is an analysis method that involves more than two variables, consisting of two or more independent variables and one dependent variable. (Sahir, 2022). The formula for testing the hypothesis uses simple linear regression equations, namely:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Y	: *Employee Performance*.
α	: Constant
X1	: Online Presence.
X2	: Work Discipline.
β_1, β_2	: Regression coefficient
e	: Model error

Data Analysis Techniques

The analysis was carried out using Structural Equation Modelling (SEM) technique, which is a statistical method that can analyse the relationship between latent constructs and their indicators, as well as the relationship between latent constructs and measurement error directly. The measurement models in Smart PLS are validity test, reliability test, hypothesis testing, and path analysis.

3. FINDINGS AND DISCUSSION

Analyzing the Number of Respondents

The unit of analysis in this study is the employees and honorary staff, both junior and senior, at the Lampung Provincial Bapenda Office. Workers are chosen as research subjects because they play a crucial role in the work environment, providing valuable insights into the dynamics and challenges faced in the workplace. The employees at the Bapenda Office come from diverse backgrounds, allowing the researcher to obtain a representative sample of the broader population. Therefore, workers are often the focus of this study to evaluate how various components influence their performance. Below is the distribution of respondents in this study:

Table 1.

Tabulation of Respondent Characteristics Based on Gender

No.	Gender	Frequency	Percentage
1.	Male	22	37,1%
2.	Female	38	62,9%
	Total	**60**	**100%**

Source: Data processed 2025

Least Squares Analysis (PLS)

Outer Model

Validity and reliability tests were conducted to test the outer model. PLS algorithm calculation.
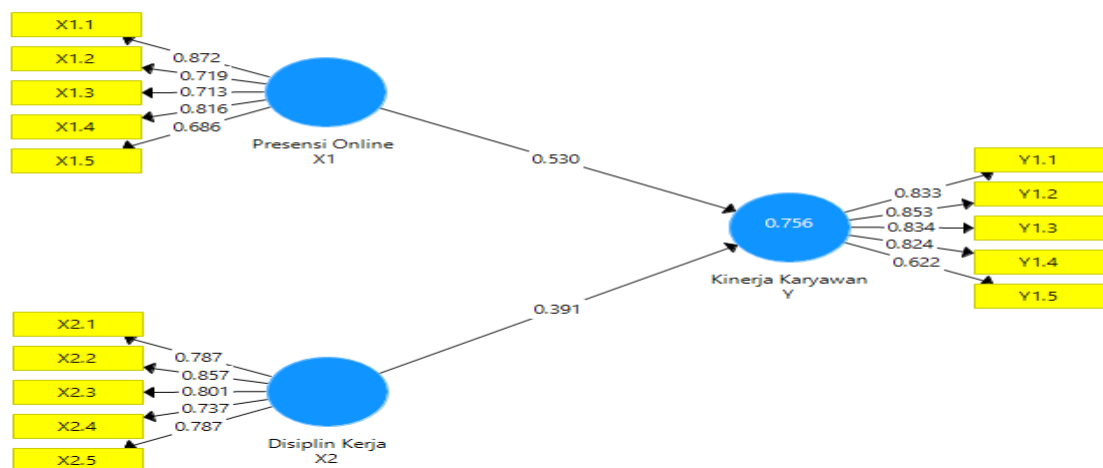

Figure 1.

Source: SmartPLS 3.0

The outer model in SmartPLS explains the relationships between latent constructs, such as online presence, work discipline, and employee performance, along with the indicators that measure them. The evaluation is conducted based on several criteria, including factor loadings, convergent validity, discriminant validity, and composite reliability, to ensure that the measurements are valid and reliable.

Each indicator must have a factor loading value greater than 0.7 to be considered effective in measuring the latent construct. In this study, the majority of indicators have factor loadings above 0.7, indicating good measurement quality. If there are indicators with loading values below 0.7, they are generally considered weak and may be considered for removal from the model.

Convergent validity is assessed using Average Variance Extracted (AVE), with a minimum threshold set at 0.5. This value indicates that more than 50% of the variance in the indicators can be explained by the latent construct. In this study, the AVE values for each construct exceed 0.5, indicating that constructs such as online presence, work discipline, and employee performance possess adequate

convergent validity. This suggests that the indicators used effectively represent the constructs.

Measurement Model Test (Outer Model)

Convergent Validity Test

Convergent validity is tested by analyzing the loading factor of each indicator, where a value >0.7 indicates that the indicator accurately measures the intended construct. This test is crucial as it ensures measurement consistency and accuracy, confirming that the indicators truly represent the latent variable under study. If the loading factor meets the criteria, the research instrument is considered valid and reliable, making subsequent analysis results (such as hypothesis testing) trustworthy. Conversely, a low loading value (<0.7) suggests that the indicator is insufficiently strong in measuring the construct, requiring revision or removal to maintain the research model's quality.

Table 2.

Validity Test Results

Indicator	Online Presence (X1)	Work Discipline (X2)	Employee Performance (Y)	Status
X1.1	0,872			Valid
X1.2	0,719			Valid
X1.3	0,713			Valid
X1.4	0,816			Valid
X1.5	0,686			No valid
X2.1		0,787		Valid
X2.2		0,857		Valid
X2.3		0,801		Valid
X2.4		0,737		Valid
X2.5		0,787		Valid
Y1.1			0,833	Valid
Y1.2			0,853	Valid
Y1.3			0,834	Valid
Y1.4			0,824	Valid
Y1.5			0,622	No valid

Source: Data processed with SmartPLS 3.0 2025

In the table, the outer model values or correlations between constructs and indicator variables that do not meet convergent validity, with loading factors below 0.70, will be stated as invalid. This indicates that the indicators are less effective in measuring their respective variables. Conversely, indicator

variables with loading factor values above 0.70 will be considered valid, indicating that these indicators have a strong ability to measure their variables.

Discriminant Validity Test

According to (Ghozali & Latan, 2015), Discriminant Validity serves to assess the validity of a model. This validity is met when the correlation between a construct and its indicators is higher than the correlation of those indicators with other constructs. This indicates that the latent construct has a better ability to predict indicators within its own block compared to indicators in other blocks.

Table 3.

Discriminant Validity Test Results

Indicator	Online Presence (X1)	Work Discipline (X2)	Employee Performance (Y)	Status
X1.1	0,872	0,632	0,726	Valid
X1.2	0,719	0,613	0,564	Valid
X1.3	0,713	0,500	0,648	Valid
X1.4	0,816	0,661	0,635	Valid
X1.5	0,686	0,578	0,599	No valid
X2.1	0,610	0,787	0,642	Valid
X2.2	0,714	0,857	0,789	Valid
X2.3	0,617	0,801	0,626	Valid
X2.4	0,579	0,737	0,501	Valid
X2.5	0,562	0,787	0,586	Valid
Y1.1	0,739	0,592	0,833	Valid
Y1.2	0,611	0,665	0,853	Valid
Y1.3	0,650	0,757	0,834	Valid
Y1.4	0,727	0,607	0,824	Valid
Y1.5	0,587	0,575	0,622	No valid

Source: Data processed with SmartPLS 3.0 2025

Based on Table 3, each indicator in the research variables has a cross-loading value that is higher than the cross-loading values for other variables. This result indicates that the indicators used in this study meet discriminant validity well, where the indicators within the variable are more dominant compared to the indicators in other variables.

Reliability Test

The reliability test of the instrument aims to assess the consistency of the measurement results of an instrument, even when conducted at different times, places, and populations. Thus, a reliable instrument can be trusted to produce stable and accurate data, thereby increasing confidence in the analysis and interpretation of research results. In this study, the reliability test includes Cronbach's alpha, rho_A, composite reliability, and average variance extracted (AVE).

Table 4

Reliability Test Results of Research Instruments

Variabel	Cornbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)	Status
Online Presence	0,819	0,827	0,875	0,585	Reliabel
Work Discipline	0,855	0,870	0,896	0,632	Reliabel
Employee Performance	0,853	0,859	0,896	0,637	Reliabel

Source: Data processed with SmartPLS 3.0 2025

Based on Table 1.4, it can be concluded that all constructs have met the reliability criteria. This is evidenced by the values of Cronbach's Alpha and Composite Reliability being > 0.70, as well as AVE being > 0.50, in accordance with the recommended standards. Therefore, all constructs are declared reliable.

Structural Model Evaluation (Inner Model)

The inner model or structural model test is conducted to analyze the relationships between constructs, significance values, and R-square in the research model. The evaluation of the structural model is performed using R-square for dependent constructs, t-tests, and their significance.

Determination Coefficient Test(R2)

Table 5

R-Square

	R Square	R Square Adjusted
Employee Performance	0,756	0,748

Source: Data processed with SmartPLS 3.0 2025

Based on the table above, the Adjusted R-square value for the individual performance variable is recorded at 0.748. This indicates that 74.8% (High).

Hypothesis Test

Direct Effect Test

Table 6

Hypothesis Testing

	Original Sample (O)	*Sample Mean (M)*	*Standard Deviation (STDEV)*	*T Statistics (O/STDEVI)*	*P Values*
Online Presence -> Employees Performance	0,530	0,522	0,111	4,777	0,000
Work Discipline -> Employees Performance	0,391	0,404	0,116	3,373	0,001

Source: Data processed with SmartPLS 3.0 2025

The P-value on all variables is <0.05 with the original sample value is a positive number so it can be concluded that:

1. X1 has a positive and significant effect on Y.

2. X2 has a positive and significant effect on Y.

Based on Table 1.6 in this study, the values presented provide information about the effect of each independent variable, namely online attendance and work discipline, on the dependent variable, namely employee performance, at the Lampung Province Regional Revenue Agency (BAPENDA) of Lampung Province Employees. From the table, it can be concluded that:

Online presence shows a very significant influence on employee performance with a value of 0.530. This indicates that the better the online presence, the higher the employee performance. The P value of 0.000 confirms that the effect of attendance on employee performance is statistically significant (p < 0.05). In addition, the T-statistic value of 4.777 indicates a strong relationship between online attendance and employee performance.

Work discipline has an effect of 0.391 with a P value of 0.001, which shows statistical significance (because the P value <0.05). This means that work discipline directly affects employee performance at the Lampung Province Regional Revenue Agency (BAPENDA) of Lampung Province.

Discussion

Online Presence with Selfie Application Affects Employee Performance

Based on the results of the hypothesis testing, online presence using the selfie application has been proven to have a positive and significant effect on employee performance. The direct effect test shows a significant result of 0.000, which is below the threshold of 0.05. This indicates that the better the online attendance system implemented, the higher the employee performance. The existence of an effective attendance system can enhance discipline, accountability, and work efficiency, ultimately impacting employee productivity. This finding aligns with previous studies, such as the research by (Xie et al., 2021), which examined the effect of online attendance and performance assessment on employee discipline at the Ministry of Religious Affairs in Surabaya. The results showed that online attendance and performance assessment significantly affect employee discipline simultaneously.

Online presence serves as a primary instrument in assessing employee performance based on Human Resource Management (HRM) theory (Ximenes et al., 2019). By implementing this system, organizations can improve discipline, transparency, and efficiency in managing human resources. This is consistent with the HRM concept, which emphasizes that employee performance assessment is not only based on work results but also includes aspects of attendance, compliance with rules, and the level of discipline in carrying out tasks (Bilal et al., 2021). Therefore, organizations are advised to continue optimizing the online attendance system as part of their human resource management strategy to enhance productivity and work efficiency.

Work Discipline Affects Employee Performance

Based on the results of the hypothesis testing, work discipline has been proven to have a positive and significant effect on employee performance. The direct effect test shows a significant result of 0.001, which is below the threshold of 0.05. This indicates that the higher the level of work discipline implemented, the better the performance demonstrated by employees. Good work discipline reflects compliance with regulations and responsibility in carrying out tasks, which ultimately enhances productivity and work efficiency.

This is supported by research conducted by (Lestari et al., 2024) titled "The Effect of Work Discipline and Work Motivation on Employee Performance at the Regional Revenue Agency (BAPENDA) of Lampung Province of DKI Jakarta," which found that work discipline has a positive and significant effect on employee performance. This indicates that the more disciplined employees are in their work, the more their performance will improve.

Work discipline is an important aspect in assessing employee performance according to Human Resource Management (HRM) theory (Azmy et al., 2022). A high level of discipline reflects employees'

compliance with rules, responsibility in executing tasks, and consistency in achieving work targets. In HRM, work discipline is a primary indicator that demonstrates employee commitment and professionalism, ultimately impacting organizational productivity and effectiveness (Nilasari et al., 2021). Thus, the implementation of good work discipline is a crucial factor in enhancing employee performance. Organizations are advised to continue promoting and maintaining work discipline through clear policies, training, and a positive work culture to achieve optimal productivity.

The Influence of Online Presence with Selfie Application and Work Discipline on Employee Performance from an Islamic Perspective

From an Islamic perspective, employee performance is not only measured by target achievement and productivity but also reflects strong spiritual values and work ethics. The concept of performance in Islam involves elements of amanah (trust), honesty, integrity, and dedication in carrying out tasks. Employees who work with the intention of worship and adhere to sharia principles are expected to achieve optimal performance that earns the pleasure of Allah SWT. Thus, in Islam, work is not merely about fulfilling worldly responsibilities but also becomes part of worship.

The online attendance system with the selfie application, as a modern technology for attendance recording, plays a significant role in enhancing employee discipline. In Islam, work discipline is a manifestation of obedience and responsibility for the amanah entrusted. Research conducted by (Abun et al., 2021) shows that the implementation of online attendance has a significant impact on employee discipline at the Ministry of Religious Affairs in Surabaya. This finding aligns with Islamic teachings that emphasize the importance of punctuality and honesty in carrying out work duties and responsibilities.

Work discipline in Islam is not just about adhering to company regulations but also demonstrates obedience to Allah SWT. Research by Jayadi (2021) reveals that discipline built on Islamic values positively contributes to improving employee performance. Discipline grounded in spiritual awareness tends to be stronger and more consistent, as individuals feel that their work is not only for the benefit of superiors or the organization but also as a form of devotion to Allah.

Optimal employee performance from an Islamic perspective can be achieved through a combination of good systems, such as the use of online attendance, and the internalization of discipline values based on Islamic teachings. Research by (Anastasya et al., 2020) indicates that factors such as compensation, motivation, and work discipline significantly influence employee performance from an Islamic economic perspective. This shows that an approach that integrates technological aspects and spirituality can help improve employee performance more effectively and sustainably.

Therefore, the implementation of online attendance combined with work discipline based on

Islamic principles has proven effective in enhancing productivity and employee performance. Organizations that can integrate modern technology with Islamic values will not only achieve operational efficiency but also create a more harmonious and blessed work environment. This aligns with the primary goals in Islam, which are to attain well-being in this world and happiness in the hereafter (falah).

4. CONCLUSION

In the analysis of the influence of online presence using the selfie application and work discipline on employee performance, it can be concluded that online presence with the selfie application and work discipline have a positive and significant effect on employee performance. An effective online attendance system enhances discipline, accountability, and work efficiency, leading to improved productivity. Meanwhile, a high level of work discipline reflects responsibility and compliance with regulations, which further supports the enhancement of employee performance.

From an Islamic perspective, performance is not only measured by productivity but also by spiritual values such as amanah (trust), integrity, and responsibility. The integration of modern technology, such as online attendance, with work discipline based on Islamic principles can create a more harmonious and effective work environment.

Therefore, the optimal implementation of online attendance and a work culture grounded in Islamic values is an appropriate strategy for improving employee performance. This not only supports the achievement of organizational goals but also provides spiritual benefits for employees in carrying out their work as part of their worship.

This study has several limitations. Firstly, it was conducted solely within the Regional Revenue Agency (BAPENDA) of Lampung Province of Lampung, which may limit the generalizability of the findings to other organizations, including private companies and government agencies in different regions. The sample size may not be representative of the entire employee population, and a larger, more diverse sample could yield more robust results.

Additionally, the research focused primarily on online attendance and work discipline, neglecting other factors such as employee motivation and job satisfaction that could also influence performance. The cross-sectional design captures data at a single point in time, limiting the ability to assess changes over time. Furthermore, reliance on self-reported data may introduce bias, as employees might overestimate their performance. Lastly, variations in the internalization of Islamic values among employees could affect the outcomes. These limitations highlight the need for further research in broader contexts.

REFERENCES

Abrori, I., Rizki, V. L., & Muttaqien, F. (2023). *Human Resource Management In Improving Employee Performance Through Work Motivation, Quality Of Work Life, And Work Discipline* (pp. 178–183). https://doi.org/10.2991/978-94-6463-346-7_33

Abun, D., Nicolas, M. T., Apollo, E., Magallanes, T., & Apollo, E. P. (2021). Employees' self-efficacy and work performance of employees as mediated by work environment under responsibility of Center for Strategic Studies in Business and Finance Employees' self-efficacy and work performance of employees as mediated by work environment. *Journal of Research in Business and Social Science*, *10*, 2147–4478. https://doi.org/10.20525/ijrbs.v10i7.1470ï

Agung, A. A. P., & Yuesti, A. (2019). Metode Penelitian Bisnis-Kuantitatif Dan Kualitatif. In *CV. Noah Aletheia* (Vol. 1, Issue 1).

Amin, N. F., Garancang, S., & Abunawas, K. (2023). Konsep Umum Populasi dan Sampel dalam Penelitian. *Jurnal Pilar*, *14*(1), 20.

Anastasya, E., Rahayu, S., Samsul, M., Halvinda, A., & Ayu, D. (2020). Development of Self Competence and Supervision to Achieve Professionalism. In *Journal of Islamic Economics Perspectives* (Vol. 1, Issue 2).

Azmy, A., Risza, H., & Adhykusuma, A. (2022). Implications of work motivation, employee discipline, and compensation on employee performance while working from home at a digital marketing company. *Jurnal Manajemen Dan Pemasaran Jasa*, *15*(1), 13–36. https://doi.org/10.25105/jmpj.v15i1.12791

Bahasoan, S., & Baharuddin, I. (2023). Work Discipline, Work Motivation and Employee Performance. *Advances in Human Resource Management Research*, *1*(2). https://doi.org/10.60079/ahrmr.v1i2.92

Bilal, M., Chaudhry, S., Amber, H., Shahid, M., Aslam, S., & Shahzad, K. (2021). Entrepreneurial leadership and employees' proactive behaviour: Fortifying self determination theory. *Journal of Open Innovation: Technology, Market, and Complexity*, *7*(3). https://doi.org/10.3390/joitmc7030176

Cahyadi, universitas buddhi dharma. (2022). Pengaruh Kualitas Produk Dan Harga Terhadap Keputusan Pembelian Baja Ringan Di Pt Arthanindo Cemerlang. *Ekonomi Dan Manajemen Bisnis*, *1*, 63.

Diantara, L., Arief, S., Tinggi, S., & Bangkinang, I. E. (2024). *eCo-Buss 768 The Role of Work Discipline as A Moderate in The Relationship Motivation, Competency and Workload on Employee Performance*.

Dieva, D. P., & Swasti, I. K. (2024). Competence, Work Discipline, and Work Facilities Contribute to Improving Employee Performance. *AJARCDE (Asian Journal of Applied Research for Community Development and Empowerment)*, 93–98. https://doi.org/10.29165/ajarcde.v8i3.459

Elisabeth, C. (2023). The Influence of Motivation, Discipline, and Work Environment on Employee

Performance. *Golden Ratio of Data in Summary*, *3*(1), 21–28. https://doi.org/10.52970/grdis.v3i1.307

Fatma, N., Irfan, N. F., & Latiep, I. F. (2021). Analisis Keputusan Pembelian Produk Menggunakan Persepsi Harga dan Kualitas Produk. *SEIKO: Journal of Management & Business*, *4*(2), 535.

Fauzan, A. (2023). Employee Productivity Optimization through Training, Discipline, and Work Motivation. *PRODUKTIF: Jurnal Kepegawaian Dan Organisasi*, *2*(2), 113–122.

Geopani, T., Rochyadi, A., Jannah, A., Suswanto, D., & Tinggi Ilmu Ekonomi Pasundan Bandung, S. (2024). The Influence of Motivation and Work Competence on Employee Performance (At A Company Engaged in Marketing). *Majalah Bisnis & IPTEK*, *17*(1), 39–47. https://doi.org/10.55208/bistek

Hartono, J. (2018). Metode Pengumpulan Dan Teknik Analisis Data. In *Andi*.

Hernandi, F. U., & Juddy Prabowo, R. M. (2024). The Effect of Discipline Development and Work Motivation on the Performance: Empirical Study from Civil Servants at the Spatial Planning Office Bekasi City, Indonesia. *Golden Ratio of Human Resource Management*, *4*(2), 85–98. https://doi.org/10.52970/grhrm.v4i2.461

Juniarto, G., & Suprapti, S. (2024). *IMPROVING EMPLOYEE PERFORMANCE THROUGH COMPETENCE AND WORK DISCIPLINE : A CASE STUDY AT THE REGIONAL SECRETARIAT OFFICE OF PATI REGENCY*. *8*(3).

Khairul Anwar, R. B., & Indasah, I. (2021). Analysis of Leadership Style, Motivation and Discipline of Employee Performance at Pragaan Public Health Center Sumenep District. *Journal for Quality in Public Health*, *5*(1), 73–84. https://doi.org/10.30994/jqph.v5i1.251

Kompensasi, P., Kerja, D., Motivasi Pencapaian, D., & Hidayat, R. (2020). THE INFLUENCE OF COMPENSATION, WORK DISCIPLINE, AND ACHIEVEMENT MOTIVATION ON EMPLOYEE PERFORMANCE. *DIMENSI*, *9*(3), 525–535.

Kristanti, D., Charviandi, A., Juliawati, P., & Harto, B. (2023). Manajemen Sumber Daya Manusia Manajemen Sumber Daya Manusia. *Edisi Revisi Jakarta: Bumi Aksara*, *1*, 391.

Lestari, S., Watini, S., & Rose, D. E. (2024). Impact of Self-Efficacy and Work Discipline on Employee Performance in Sociopreneur Initiatives. *APTISI Transactions on Technopreneurship*, *6*(2), 270–284. https://doi.org/10.34306/att.v6i2.403

Listyorini, E., Terbuka, U., Pulau Bangka, J., Tengah, B., Bangka Belitung, K., Universitas Bangka Belitung, I., & Balunijuk, J. (2024). Workplace Discipline and Employee Performance at the Bangka Pratama Tax Service Office: The Influence of Work Competency, Commitment, and Motivation Pardamean Daulay 3 r3niati@gmail.com 2*. *JURISMA: Jurnal Riset Bisnis Dan Manajemen*, *14*(2).

Luciana Spica Almilia, Mf., Dwi Septyandari, R., & Ulul Azmi, N. (2024). *Proceeding Book of The 6 th International Conference on Business and Banking Innovations (ICOBBI) 2024 "Technology Revolution*

and Business Sustainability" Steering Committee Organizing Committee Editor and Layout. https://conference.perbanas.ac.id/index.php/ICOBBI

Lutfi, A., Norawati, S., Basem, Z., Prodi, B., Manajemen, M., & Bangkinang, S. (n.d.). *The Effect of Supervision, Work Motivation, and Interpersonal Communication on Employee Performance and Organizational Commitment as Variables Intervening*.

Malik, S., Solong, A., Djaya, S., & Sucipto, K. (2025). The Influence of Discipline and Work Motivation on Employee Productivity Improvement. *Journal of Indonesian Scholars for Social Research Copyright*, *5*(1).

Mangkunegara, A. P. (2000). Mangkunegara, Anwar Prabu."Manajemen Sumber Daya Manusia Perusahaan. (Bandung: PT.Remaja Rosda Karya, 2000), h. 67. *Bandung: PT.Remaja Rosda Karya*, 67.

Meria, L., Hidayat, S., D. Santiago, N., Saukani, S., & Husnul Khotimah, S. (2024). Blending Work Values, Engagement, and Satisfaction to Drive OCB in Technopreneurial Startups. *Aptisi Transactions on Technopreneurship (ATT)*, *6*(3). https://doi.org/10.34306/att.v6i3.449

Muhammad Arifin, & Widiyarta, A. (2021). Efektifitas Absensi Online dalam Disiplin Kerja di Kantor Imigrasi Khusus TPI Surabaya Saat Pandemi Covid-19. *Sawala : Jurnal Administrasi Negara*, *9*(1), 35–57. https://doi.org/10.30656/sawala.v9i2.3277

Muna, N., Azizah, S. N., Evelyna, F., Susetyo, A., & Management, M. (2025). Enhancing teacher performance through competence and work discipline: The mediating role of work motivation. In *IJAFIBS* (Vol. 13, Issue 1). www.ijafibs.pelnus.ac.id

Nandrang, R., Hasanuddin, B., & Mahardiana, L. (2025). *THE INFLUENCE OF MOTIVATION, COMPETENCE AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE* (Vol. 7, Issue 1).

Nilasari, B. M., Nisfiannoor, M., & Devinta, F. R. M. (2021). CHANGES IN MOTIVATION THAT AFFECT EMPLOYEE PERFORMANCE DURING THE COVID 19 PANDEMIC. *Jurnal Aplikasi Manajemen*, *19*(2), 435–447. https://doi.org/10.21776/ub.jam.2021.019.02.19

Nuraeni, *, Ahmad, G., Matin, M., Sulaiman, S., & Izhari, F. (2022). THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AND WORK COMPETENCY AS A MEDIATING VARIABLE AT PT. BPRS AL SALAAM AMAL SALMAN, DEPOK CITY, WEST JAVA ARTICLE INFO ABSTRACT. *JEMEB*, *2*(1), 13–20. https://abnusjournal.com/jmeb

Nurholiq, A., Saryono, O., & Setiawan, I. (2019). Analisis Pengendalian Kualitas (Quality Control) Dalam Meningkatkan Kualitas Produk. *Jurnal Ekonologi*, *6*(2), 395.

Partika, P. D. (2020). Pengaruh Stress Kerja, Disiplin Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Ekowisata Taman Air Tlatar Boyolali. *Universitas Kristen Satya Wacana*, *53*(9), 1689–1699.

Paulus, P. (2022). The Effect of Remuneration, Work Discipline and Motivation on Employee

Performance. *Golden Ratio of Human Resource Management*, *3*(1), 23–32. https://doi.org/10.52970/grhrm.v3i1.283

Pramesti, W. A., & Azizah, S. N. (2023). How Do Work Discipline, Compensation And Competence Influence Employee Productivity? *JPS (Jurnal Perbankan Syariah)*, *4*(2), 231–248. https://doi.org/10.46367/jps.v4i2.1390

Puri Mei Setyaningrum. (2022). Pengertian Aplikasi Absensi Online, Manfaat, dan Rekomendasinya. *Wartaekonomi.Co.Id*.

Riau Kepulauan, U., Langgeng Ratnasari, S., Badawi, S., Nora Susanti, E., Susanto, A., Sari, H., Natta, U., Saputra, A., Nasution, M., Thalib Bon, A., Sutjahjo, G., & Hayati, M. (2024). *Proceeding 2 nd International Conference on Multidisciplinary Studies THE EFFECT OF LEADERSHIP STYLE, WORK MOTIVATION, WORK DISCIPLINE, COMPETENCE AND WORK ENVIRONMENT ON POLICE PERSONNEL PERFORMANCE*. https://proceeding.unrika.ac.id/index.php/ICMS/index

Rusdiyanto, R. (2021). *Discipline and Work Environment Affect Employee Productivity: Evidence From Indonesia*. https://doi.org/10.20944/preprints202105.0112.v1

Safudin, M. (2018). Pengaruh Penerapan Absensi Online Terhadap Disiplin Kerja Karyawan Pada UKM Purple Express Laundry Jakarta. *Jurnal Kajian Ilmiah*, *18*(2), 104. https://doi.org/10.31599/jki.v18i2.189

Sahir, S. H. (2022). *Metodologi Penelitian*. KBM INDONESIA.

Setiawan, R., Ananta Vidada, I., Hadi, S. S., & Zhafiraah, N. R. (2024). Examining the Impact of Work Discipline and Motivation on Employee Performance. *Human Capital and Organizations*, *1*(2), 55–65. https://doi.org/10.58777/hco.v1i2.169

Shofiyah, A. G. N., Yendra, Y., & Marihi, L. O. (2025). Competence, Work Environment and Work Discipline on Employee Performance. *Advances in Human Resource Management Research*, *3*(1), 30–43. https://doi.org/10.60079/ahrmr.v3i1.323

Sisiawan Putra, R., Siwi Agustina, T., Khusnah, H., Subramaniam, A., Fatimah, N., Nisa, K., & Lailatul Fitriya, A. (2025). Organizational Culture, Work Discipline, and Competencies Drive Performance Through Motivation. *SHS Web of Conferences*, *212*, 04030. https://doi.org/10.1051/shsconf/202521204030

Sitopu, Y. B., Sitinjak, K. A., & Marpaung, F. K. (2021). The Influence of Motivation, Work Discipline, and Compensation on Employee Performance. *Golden Ratio of Human Resource Management*, *1*(2), 72–83. https://doi.org/10.52970/grhrm.v1i2.79

Sjahruddin, H., & Adi Cakranegara, P. (2023). *Influence of Work Discipline and Work Motivation Analysis on Increasing Employee Performance*. *4*(1). https://doi.org/10.35877/454RI.asci1380

Sugiyono. (2013). *Metodologi Penelitian Kuantitatif, Kualitatif dan R & D*.

Sugiyono, & Lestari, P. (2021). Metode Penlitian Komunikasi. In *Alfabeta Bandung*. https://doi.org/10.14710/jdep.1.3.35-45

Sulyantie, A. F., & Gani, A. N. (2023). The Influence of Emotional Intelligence and Work Motivation on Employee Performance Mediated by Employee Engagement. *Human Capital and Organizations*, *1*(1), 1–11. https://doi.org/10.58777/hco.v1i1.89

Suwarsa, T. (2021). Pengaruh Pajak Restoran Dan Pajak Hotel Terhadap Pendapatan Asli Daerah Kota Padangsidempuan Periode 2018-2020. *Jurnal Akuntansi*, *51*(1), 6.

Syah, A. (2023). *Antecedents of the Effect of Work Discipline and Motivation on Employee Performance*.

Tanesha Putri Taopiq, D., & Fuziyati, H. (2024). THE INFLUENCE OF WORK DISCIPLINE, MOTIVATION, AND HUMAN RESOURCE DEVELOPMENT ON EMPLOYEE PERFORMANCE. In *Indonesian Interdisciplinary Journal of Sharia Economics (IIJSE)* (Vol. 7, Issue 3).

Tua Sidabukke, R., Sitepu, C. N., & Situmorang, M. K. (2024). *Prosiding Seminar Nasional Pendidikan, Saintek, Sosial dan Hukum (PSSH) PENGARUH DISIPLIN KERJA DAN PEMBERIAN KOMPENSASI TERHADAPAT KINERJARA KARYAWAN EFFECT OF WORK DISCIPLINE AND PROVIDING COMPENSATION ON THE PERFORMANCE OF VIZTA GYM FOCAL POINT EMPLOYE*. *3*, 2024.

Tukiyat, I., Saputra, W., Ayuningtyas, A., & Priono, S. (2024). Pengaruh Disiplin Pegawai dan Sarana Prasarana Terhadap Kinerja Pegawai Melalui Penerapan Absensi Online Di Kantor Kecamatan Banjarbaru Selatan. *Jurnal Riset Inspirasi Manajemen Dan Kewirausahaan*, *8*(1), 12–22. https://doi.org/10.35130/jrimk.v8i1.509

Xie, G. H., Wang, L. P., & Lee, B. F. (2021). Understanding the Impact of Social Capital on Entrepreneurship Performance: The Moderation Effects of Opportunity Recognition and Operational Competency. *Frontiers in Psychology*, *12*. https://doi.org/10.3389/fpsyg.2021.687205

Ximenes, M., Supartha, W. G., Manuati Dewi, I. G. A., & Sintaasih, D. K. (2019). Entrepreneurial leadership moderating high performance work system and employee creativity on employee performance. *Cogent Business and Management*, *6*(1). https://doi.org/10.1080/23311975.2019.1697512

Yogi, W., Permana, R., Kusumawijaya, I. K., Luh, N., & Antari, S. (2025). Motivation as a Mediator of Communication and Work Discipline on Employee Performance : A Study at Karangasem Hospital 1. In *Online) Journal of Management and Business Innovations* (Issue 01).

Yuliandi, & Tahir, R. (2019). Work discipline, competence, empowerment, job satisfaction, and employee performance. *International Journal of Recent Technology and Engineering*, *8*(3), 7209–7215. https://doi.org/10.35940/ijrte.C6221.098319

Zulfikar, R., Sari, Fi. permata, Fatmayati, A., Wandini, K., Haryat, T., Jumini, S., Nurjanah, Annisa, S., Kusumawardhani, O. B., Mutiah, R., Linggi, A. I., & Fadilah, H. (2024). Metode Penelitian Kualitatif: Teori,Metode dan Praktik. In *Widina Media Utama*.