

ABSTRAK

OPTIMALISASI SISTEM MONITORING REKAM KEHADIRAN PADA APLIKASI SISTEM INFORMASI PRESENSI PEGAWAI (STUDI KASUS : DINAS KOMUNIKASI DAN INFORMATIKA KABUPATEN BONDOWOSO)

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Kedisiplinan ASN merupakan kunci utama dalam mewujudkan pemerintahan yang efektif, transparan, dan pelayanan publik berkualitas. Di Kabupaten Bondowoso, monitoring kedisiplinan ASN masih belum optimal akibat keterbatasan sistem presensi digital. Penelitian ini mengembangkan fitur dashboard monitoring kedisiplinan ASN pada aplikasi SIPP (Sistem Informasi Presensi Pegawai) menggunakan metode Software Development Life Cycle (SDLC) model Agile. Pengumpulan data dilakukan melalui studi literatur, observasi lapangan, wawancara dengan BKPSDM, serta kuesioner kepada operator perangkat daerah. Hasil analisis digunakan untuk merancang fitur monitoring real-time yang menyajikan data kehadiran ASN secara terintegrasi. Sistem dikembangkan berbasis web dengan RestfulAPI untuk memastikan kompatibilitas, kinerja, dan skalabilitas. Pengujian menunjukkan fitur berjalan sesuai spesifikasi fungsional. Berdasarkan survei terhadap 300 operator ASN aktif, 98% responden menyatakan fitur ini memudahkan pemantauan kehadiran dan meningkatkan transparansi serta akuntabilitas kedisiplinan. Inovasi ini berkontribusi memperkuat pengawasan internal ASN dan mendukung implementasi *Smart Governance* melalui digitalisasi layanan kepegawaian di Pemerintah Kabupaten Bondowoso.

Kata kunci: Kedisiplinan ASN, Monitoring Kehadiran, Dashboard Monitoring Kedisiplinan

ABSTRACT

OPTIMIZING THE ATTENDANCE MONITORING SYSTEM IN THE EMPLOYEE ATTENDANCE INFORMATION SYSTEM: (A CASE STUDY AT THE DEPARTMENT OF COMMUNICATION AND INFORMATICS, BONDOWOSO REGENCY)

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The discipline of civil servants (ASN) is a key factor in realizing effective governance, transparency, and high-quality public services. In Bondowoso Regency, the process of monitoring ASN discipline remains suboptimal due to limited availability of digital attendance systems. This study aims to develop a dashboard feature for monitoring ASN discipline within the SIPP (Employee Attendance Information System) application using the Agile Software Development Life Cycle (SDLC) methodology, which allows for flexible, incremental system development based on user needs. Data collection was conducted through literature studies, field observations, interviews with the Regional Civil Service and Human Resource Development Agency (BKPSDM) of Bondowoso Regency, and questionnaires distributed to departmental operators. The analysis results were used to design a real-time monitoring feature that integrates ASN attendance data. The system is developed using web-based technology and RestfulAPI to ensure compatibility, performance, and scalability. Testing results indicate the feature functions according to defined specifications. A survey of 300 active ASN operators showed that 98% agreed the feature facilitates attendance monitoring and enhances transparency and accountability. This innovation strengthens internal ASN supervision and supports the implementation of Smart Governance through digitized personnel services in Bondowoso Regency.

Keywords: ASN Discipline, Attendance Monitoring, Discipline Monitoring Dashboard