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HUMAN RESOURCE MANAGEMENT | RESEARCH ARTICLE

Evaluation of Attendance Management Information System Employees at The Ministry of Religion Office

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Abstract: The purpose of writing this thesis is to describe and evaluate the employee attendance management information system implemented by the Jeneponto Regency Ministry of Religion Office and evaluate through PIECES analysis where the management information system is evaluated in terms of performance, information, economy, control, efficiency and services generated from the employee attendance management information system. The type of research used is qualitative research. The approach used in this research is a phenomenological approach where the purpose of this approach is to study in depth about the situation at the Jeneponto Regency Ministry of Religion Office. The results of this study show descriptions of the employee attendance management information system implemented at the Jeneponto Regency Ministry of Religion Office where the management information system used is a combination of several existing components such as software, hardware and networks used to organize core activities of managing employee attendance data starting from the process of recording employee attendance data using the Pusaka application. Attendance recapitulation reports, meal allowances and performance allowances can be seen by employees in the Absensi application. Management of employee attendance data as material for preparing reports for payment of employee benefits in the HRMS Presence application. The system has worked in accordance with the standard operating procedures (SOP) applied, but the process of recording employee attendance using the Pusaka application is also influenced by network conditions and servers. Analysis of the information produced is very fast and accurate, but in the output of the recapitulation of meal allowances there are differences in understanding between the manager and the output results of the system. From an economic point of view, the system used is free because it was developed by the Bureau of Personnel and the Bureau of Public Relations, Data and Information (HDI) of the Secretariat General of the Ministry of Religious Affairs of the Republic of Indonesia. To avoid the system from data corruption, the database is stored at the head office and limits access rights to several types of user accounts, but there is no feature of the system to prevent employee fraud when manipulating GPS when recording attendance using the Pusaka application. In this system, there are no activities that require wasted time for both humans and computers used, the information produced is also not excessive so that this system is far from the indicators that a system can be said to be inefficient. This system service is very helpful for employees, managers and management because in addition to being easy to use, the information generated is also immediately used as material in preparing reports for payment of meal allowances and employee performance allowances.

Keywords: Employee Attendance Management Information System, PIECES Analysis.

JEL Classification Code: M15, D83, O33, H83

1. INTRODUCTION

One of the manifestations of the information age is the birth of the information society in all parts of the world, which is the third wave of human civilization. In the information age, the role of communication technology is very important in all aspects of the life of the global community. M.



Rogers (in Anshar Akil, 2011: 27) defines communication technology as a device, organizational structure, and social values that are important for humans to collect, process, and exchange information.

The application of technology is a benchmark of the progress and modernization of an agency or institution. Therefore, every institution or institution is competing in integrating technology to build and empower human resources that have knowledge-based quality in order to compete in the global era because information and communication technology is inseparable from today's global world. The era of globalization has made information undergo a rapid transformation and has entered all lines of human life. Increasingly sophisticated technology also makes information more quickly and easily accessible and facilitates human work in carrying out all its activities.

According to Koswara (2009), the information explosion is a sign of the opportunities and challenges faced by humans in the future. The occurrence of an information explosion has a major impact on institutions or institutions that are engaged in the world of information and become centers of information and documentation. Information and Communication Technology (ICT) plays a crucial role in improving services in government agencies, government agencies can continue to adapt and provide better services to the community. The application of information and communication technology in government agencies has now become a benchmark of the level of progress of an agency and is no longer seen from the size of the building and the number of employees. The more sophisticated the system used, the more advanced the agency. Information and communication technology is a tool or key that can make a high-performing company to create the best value for its customers. Arifin (2005) states that from the 1950s to the present, with the development of computer and telecommunications technology, an information technology revolution has emerged. Some of the characters associated with this information technology revolution are characterized by a shift towards technology (engineering), shorter and leaner hierarchies, waves in networks, enormous growth in information technology, shifts in employee capabilities and the absence of countries that can live alone.

The information and communication technology revolution provides an opportunity for the government to innovate the development of the state apparatus through the implementation of an Electronic-Based Government System (SPBE) or E-Government, an Electronic-Based Government System (SPBE) is the administration of government that utilizes information and communication technology to provide services to SPBE Users. This is as stated in Presidential Regulation No. 95/2018 concerning Electronic-Based Government Systems. SPBE is intended to realize clean, effective, transparent, and accountable governance as well as quality and reliable public services. National governance and management of electronic-based government systems are also needed to improve the integration and efficiency of electronic-based government systems (Ministry of Administrative Reform and Bureaucratic Reform, 2020). The implementation of an Electronic-Based Government System (SPBE) is a government administration that utilizes information and communication technology to provide services to government agencies, state civil apparatus, business people, communities and other parties. SPBE provides opportunities to encourage and realize open, participatory, innovative, and accountable governance, increase collaboration between government agencies in carrying out government affairs and tasks to achieve common goals, improve the quality and range of public services to the wider community, and reduce the level of abuse of authority in the form of collusion, corruption, and nepotism through the implementation of an electronic-based public supervision and complaint system.

One of the applications of this Electronic-Based Government System (SPBE) is the use of the Human Resource Management System (HRMS), according to Juniar and Muharrom (2023: 15) HRMS is a software used to automate monotonous tasks in the HR department, such as managing employee data, checking attendance, monitoring working hours, calculating payroll and so on. With the help of this system, HR staff can access all HR needs from anywhere at any time through mobile devices or computers. One part of HRMS is employee attendance management. One of the government institutions or agencies that pay attention to the application of HRMS in managing employee attendance is the Ministry of Religion of the Republic of Indonesia. As a government agency that has the task of organizing government affairs in the field of religion to assist the president in the administration of state government, the Ministry of Religious Affairs of the Republic of Indonesia

requires employees who are professional, exemplary, competent, aware of their responsibilities and discipline as elements of the state apparatus and public servants.

Previously, in implementing an employee attendance management system, agencies under the auspices of the Ministry of Religious Affairs of the Republic of Indonesia had different systems. The Office of the Ministry of Religious Affairs of Jeneponto Regency as a government agency in charge of carrying out the duties and functions of the Ministry of Religion of the Republic of Indonesia in the Jeneponto district based on the policy of the Head of the Regional Office of the Ministry of Religion of South Sulawesi province and the provisions of laws and regulations. Has done fingerprint attendance by detecting fingerprints on a machine in the office. However, it makes the risk of employee fraud in attendance greater because the fingerprint machine can still be manipulated.

The weakness of fingerprint attendance is also very vulnerable to manipulation because the recapitulation is done manually and not in real time. Given that employee attendance determines their discipline and work commitment, it is possible that employee attendance files can be changed by irresponsible people so that attendance hours are invalid. According to Dahlan and Ariani (2011), there are still many problems faced when using a manual attendance system, such as being absent without information, coming and leaving the office not according to regulations, leaving the office during working hours and not knowing the leadership and many more problems caused. These habits are very bad and will have an impact on reducing employee performance. This is contrary to what has been given by the institution or agency, be it incentives or rewards for employees. To follow up on Presidential Regulation Number 95 of 2018 concerning Electronic-Based Government Systems, the Ministry of Religious Affairs of the Republic of Indonesia took one step by enacting an application-based online attendance policy in implementing and developing E-Government in accordance with the Laws and Regulations. The purpose of the electronic-based government system is to improve discipline, efficiency of employees, and governance and management of government nationally.

Based on PANRB Ministerial Letter No. B/2338/M.PANRB/06/2016 dated June 27, 2016 concerning the Use of Electronic-Based Attendance in Government Agencies, states "optimizing the use of electronic-based attendance systems to avoid fraud and/or manipulation of data related to employee attendance" (Ministry of Administrative Reform and Bureaucratic Reform, 2016). In addition, the circulation of the covid-19 virus is one of the new problems that has become an obstacle to attendance in all agencies, both private and public. In minimizing the spread of the covid-19 virus, the government made KMK No. 01.07-MENKES382-2020 concerning Health Protocols for the Public in Public Places and Facilities in the Context of COVID-19 Prevention. With the establishment of this policy, various agencies have flocked to implement these regulations in their work systems. The transmission incident in the office occurred because of the fingerprint attendance machine which has great potential in triggering the transmission of the covid-19 virus. This makes it clear that the transmission of the covid-19 virus through attendance machines is the biggest risk after the easing or transition period of PSBB.

Therefore, since 2023 all agencies under the auspices of the Ministry of Religious Affairs of the Republic of Indonesia are required to use an employee attendance management information system in managing employee attendance. The sub-systems of the system used are data recording, data processing, data search and data reporting systems that can be integrated in a computer program, where the sub-systems are integrated systematically and regularly. The employee attendance management information system implemented at the Jeneponto Regency Ministry of Religious Affairs Office is a management of employee attendance using the help of information technology (IT), with information technology some manual work can be accelerated and streamlined, this system includes various facilities such as facilitating employee attendance recording, recapitulating attendance, providing benefit reports, and searching for information. This certainly provides significant benefits for users of the system. This information system is a set of systems consisting of the Religious Service Center (PUSAKA) application as a system for recording employee attendance data, the Attendance System as a system for reporting attendance and allowances to all employees, and the Attendance System as a system for processing data. These sub-systems interact with each other to achieve a common goal of recording, managing and providing information so that if information is needed it can be provided quickly, easily and completely.

The employee attendance recording system called the Religious Service Center (PUSAKA) is a new innovation in the form of digital attendance designed by the Bureau of Personnel and the Bureau of Community Relations, Data and Information (HDI) of the Ministry of Religion of the Republic of Indonesia and has also been implemented at the Jeneponto Regency Ministry of Religion Office. The technology used in the PUSAKA application is Global Positioning System (GPS) technology, which is a tool, a system, and satellite-based navigation to monitor the presence of employees online starting from attendance, returning, permission, sickness, leave, internal service, to external service. The distance to access PUSAKA's presence has a predetermined coordinate point, with a maximum limit of 500 meters. However, in the implementation of attendance recording in the PUSAKA application, there are still some obstacles that become obstacles, the GPS application can be manipulated in the PUSAKA application using fake GPS resulting in cheating employees in recording attendance data, and frequent errors due to server overload.

This makes the purpose of utilizing the Electronic-based Employee Attendance Management Information System in Government Agencies which should avoid fraud and/or manipulation of data related to employee attendance based on PANRB Ministerial Letter No. B/2338/M.PANRB/06/2016 dated June 27, 2016 concerning the Use of Electronic-Based Attendance in Government Agencies, inappropriate. In addition, information from the Management Information System on employee attendance is used for decision-making in the payment of employee allowances. In addition to this, researchers also found a mismatch between the input process and the output that will be produced by the system, where the system still accommodates employees to get meal allowances even though employees only record attendance once, whether it is recording attendance when coming or when going home. This is not in accordance with Regulation of the Minister of Religious Affairs Number 28 of 2013 in article 4 paragraphs 1 and 2 stating that: (1) Civil servants must fill in the attendance list on each working day using the electronic attendance list system in their respective work units. (2) Filling in the attendance list as referred to in paragraph (1) is carried out once when entering work and once when leaving work.

Given that this attendance list is the basis for payment of employee meals according to the Regulation of the Minister of Finance of the Republic of Indonesia Number 72 /PMK.05/2016 article 2 paragraph (1) which states: "Meal money is given to ASN employees based on the attendance list of ASN employees on working days in 1 (one) month". In this case, the researcher's analysis is that there can be no output if there is no complete data input in the Employee Attendance Management Information System. Based on this, the use of employee attendance management information systems at the Office of the Ministry of Religious Affairs needs to be evaluated. With the evaluation of the system that has been implemented, it can be better understood and understood the constraints and benefits of the implementation of the employee attendance management information system that has been implemented at the Jeneponto Regency Ministry of Religion Office.

Evaluation of the employee attendance management information system needs to be done to measure how effective and efficient it is in providing information about the success of a management information system that is being implemented and can be used as a guide for decision makers to determine the next direction. In order for the system evaluation to be analyzed from various points of view, the analysis method used to evaluate the employee attendance management information system at the Jeneponto Regency Ministry of Religion Office is the PIECES Analysis method (performance, information, economy, control, efficiency, and service). From the background of the problems described above, the author took the title of the thesis: Evaluation of Employee Attendance Management Information System at the Jeneponto Regency Ministry of Religious Affairs Office.

2. LITERATURE REVIEW

2.1. Evaluation

According to Matthews (2007:7), evaluation is the process of delineating, obtaining and providing useful information for judging decision alternatives. This means that evaluation is the process of describing, obtaining, and presenting information that is useful for formulating an alternative decision. There are several elements contained in evaluation, namely: process, obtaining, delineating,

providing, useful information and decision alternatives. Meanwhile, according to Arikunto (2002: 36), evaluation is an activity to collect information about the operation of something, which then the information is used to determine the right alternative in making a decision. The main function of evaluation in this case is to provide useful information for decision makers to determine the policies to be taken based on the evaluation that has been carried out. According to Habiburrahman (2016) The evaluation models in information systems are as follows:

1. PIECES Analysis;
2. End User Computing (EUC) Satisfaction;
3. Tasks Technology Fit (TTF) Analysis;
4. Human Organizing Technology (HOT) Fit Model.

2.2. Management Information System

According to Atler (in Kadir, 2010) in the book introduction to information systems, information systems are a combination of work procedures, information, people, and information technology organized to achieve goals in an organization. Meanwhile, according to Gelinas (in Kadir, 2010) an information system is a man-made system that generally consists of a group of computer-based and manual components made to collect, store and manage data and provide output information to users.

2.3. Employee Attendance Management Information System

According to Lucas (1987) a management information system is a set of organizational procedures that when implemented will provide information for decision makers and / or control the organization. This management information system is designed to cause changes in the flow of information in an organization so that managerial implementation can take place effectively, efficiently and strategically. McLeod (1995) states that a management information system is a computer-based system that provides information to several users with similar needs. Information in this sense can take the form of periodic reports and special reports that are able to explain what happened in the past, present, and predict the future.

2.4. PIECES Analysis

To produce a quality public service agency or organization, in this case the Office of the Ministry of Religion of Jeneponto Regency must be able to be in line with the development of information technology. Because with the entry of computerized information technology, the performance of an agency can run more optimally so that services can be fulfilled properly. For this reason, management must be able to develop a system that can support performance oriented towards computerized media both for the development of the system implemented and in providing services as needed.

2.5. District/City Office of the Ministry of Religious Affairs

The District/City Office of the Ministry of Religious Affairs is located in the district/city, under and responsible to the Head of the Provincial Office of the Ministry of Religious Affairs. The District/City Office of the Ministry of Religious Affairs is led by a head (Regulation of the Minister of Religious Affairs of the Republic of Indonesia Number 19 of 2019 concerning Organization and Work Procedures of Vertical Agencies of the Ministry of Religious Affairs). The district/city Ministry of Religious Affairs office is tasked with carrying out the duties and functions of the Ministry of Religious Affairs in the district/city area based on the policies of the Head of the Provincial Ministry of Religious Affairs Regional Office and the provisions of laws and regulations (Regulation of the Minister of Religious Affairs of the Republic of Indonesia Number 19 of 2019 concerning Organization and Work Procedures of Vertical Agencies of the Ministry of Religion).

3. RESEARCH METHOD AND MATERIALS

3.1. Research Location

The research was conducted at the Ministry of Religion Office of Jenepono Regency, located at Jl. Lanto Dg. Pasewang No. 369, Balang, Binamu, Jenepono. The selection of this location was crucial for ensuring the clarity of the research object and objectives.

3.2. Type of Research

This study is descriptive research with a qualitative approach, utilizing interviews to describe the data obtained from informants for a clear and detailed understanding. According to Sukmadinata (2011), descriptive research aims to depict existing phenomena, either current or past.

3.3. Research Instruments

The primary instrument in qualitative research is the researcher, who determines the research focus, selects informants, and collects and analyzes data. Additional instruments, such as documents, interview guides, and observation notes, were used to support data collection.

3.4. Research Focus

The study focuses on the Employee Attendance Management Information System at the Ministry of Religion Office of Jenepono Regency, analyzed using the PIECES framework (Performance, Information, Economy, Control, Efficiency, and Service). The research encompasses the system, hardware, and users involved in the attendance system.

3.5. Research Approach

A phenomenological approach was used to deeply explore the current state of life and interactions within the social unit of the Ministry of Religion Office of Jenepono Regency.

3.6. Data Sources

This research uses both primary data, obtained directly from interviews at the research location, and secondary data, gathered from literature reviews.

3.7. Data Collection Techniques

Data was collected through literature review, field research involving interviews and observations, and documentation of relevant archival materials.

3.8. Data Analysis

Data analysis followed Miles and Huberman's qualitative analysis concept, involving data reduction to focus on key issues, data presentation in descriptive or tabular form, and conclusion drawing to address the research problem. Data validity was tested using triangulation of sources, techniques, and time.

4. RESULTS AND DISCUSSION

The Jenepono District Office of the Ministry of Religious Affairs has implemented an employee attendance management information system since mid-2023 to help manage employee attendance, this is based on the Secretary General's circular letter Number 37 of 2023 concerning the Use of

Integrated Applications for All Ministry of Religion Services. The management information system used is a combination of several existing components such as *software*, *hardware* and networks that are used to organize the core activities of managing employee attendance data. There are three integrated systems, namely Pusaka, Absensi and Presensi, all three of which are accessed *online*. This system was built by the Bureau of Personnel and the Bureau of Public Relations, Data and Information (HDI) of the Secretariat General of the Ministry of Religious Affairs of the Republic of Indonesia as a form of follow-up to the mandate of PANRB Ministerial Letter Number B/2338/M.PANRB/06/2016 dated June 27, 2016 concerning the Use of Electronic-Based Attendance in Government Agencies. As well as Presidential Regulation Number 95 of 2018 concerning Electronic-Based Government Systems. The purpose of the electronic-based government system is to improve discipline, efficiency of employees, and national governance and management.

The employee attendance management information system implemented at the Jeneponto Regency Ministry of Religious Affairs Office is an *online-based* software, in accordance with the needs in managing employee attendance data because this type of application allows easy access to various service products from the system by system users. This system has a function to facilitate employee attendance data management activities. If you look at the menus provided, this system is able to carry out the administrative functions needed in managing employee attendance data, monitoring, recapitulating allowances and reporting. To help manage employee attendance, the use of an employee attendance management information system at the Jeneponto Regency Ministry of Religious Affairs Office uses three systems, namely Pusaka, Absensi and Presensi.

The Pusaka application is a *mobile* application released by Minister of Religious Affairs Yaqut Cholil Qoumas on November 20, 2022. This application has features for internal services for employees at the Ministry of Religious Affairs, namely the employee attendance data recording feature. There are 5 menus in the Pusaka application that can be used by employees, namely the Employee Attendance menu to record attendance coming and going home, Attendance History to see the history of recording employee attendance in the current month, Work Report to record daily employee activities and Personal Identity to view employee data. The Attendance Application is an important part of employee attendance management, because it can present reports that include detailed reports for each employee in the form of monthly attendance reports, details of meal allowances and details of performance allowances to be obtained. The features contained in this system are: Attendance Report to see details of employee attendance data every month, both the current month and the previous month, Meal Report to see details of meal allowances that employees will receive, Performance Allowance Report to see details of performance allowances that employees will receive. There is also a feature to report absence data if the employee is absent on leave, outside service or other reasons, and a complaint feature if there is a disruption to the system. The HRMS Presence application is a system used by the Ministry of Religion to manage employee attendance data starting from managing attendance records, meal allowances, performance allowances, verification of absence reports and complaints, setting working days, monitoring employees who record data every day, setting work unit coordinates and several other functions in terms of managing employee attendance data. There are six main menus in the Presence Data Management Information System, namely: Home, Reporting, Recapitulation, Attendance, Employees and Settings. In the performance aspect, researchers found that the use of information systems has a short response time. The average time required by the system is less than 5 minutes. As seen in the following table1.

Table 1. Time taken by the system to process services

No.	Scenario	Time Required
1	Employees record their attendance/presence and view their attendance history in the Pusaka application.	00:18.89
2	Employee views the attendance recap on the attendance application	00:07.44
3	The employee views the meal allowance recap in the Attendance application.	00:08.93
4	Employees see the performance allowance recap in the Attendance application.	00:05.89
5	Employee sends absence report document to the Attendance application	00:30.69
6	Employee sends the complaint report document on the Attendance application	00:22.86
7	The manager verifies the absence report document	00:44.07

No.	Scenario	Time Required
8	The manager verifies the complaint report document	00:43.80
9	The manager generates a recapitulation of attendance, meal allowances and performance allowances.	00:34.81

However, the process of recording employee attendance using the Pusaka application is also affected by network and server conditions, where employees still often experience problems in the form of server errors. This is caused by the server's inability to handle a large number of access requests at the same time. For this reason, it is hoped that there will be a server upgrade, considering that the system is used by employees under the auspices of the Indonesian Ministry of Religious Affairs throughout Indonesia with a very large number of users. This is an effort to increase the speed of the information system work process, especially in the process of recording attendance data in the Pusaka application. In the information aspect, researchers found that the information generated by the management information system is very effective and efficient for both employees, data processors and the head of the Administration Subdivision as management. However, the researcher also found a misalignment between the understanding of the employee attendance data manager and the output of the system, where the system still accommodates employees to get meal allowances even though employees only record attendance once, be it recording attendance when coming or when going home. This is not in accordance with Regulation of the Minister of Religious Affairs Number 28 of 2013 in article 4 paragraphs 1 and 2 stating that: (1) Civil servants must fill in the attendance list on each working day using the electronic attendance list system in their respective work units. (2) Filling in the attendance list as referred to in paragraph (1) is carried out once when entering work and once when leaving work. Given that this attendance list is the basis for payment of employee meals in accordance with the Regulation of the Minister of Finance of the Republic of Indonesia Number 72 /PMK.05/2016 article 2 paragraph (1) which states: "Meal money is given to ASN employees based on the attendance list of ASN employees on working days in 1 (one) month". For this reason, the manager hopes that in the future system improvements will be made by reviewing and reviewing the rules used as the basis for system development.

In the Economic aspect, this employee attendance management information system can be found that the information system implemented saves the budget of the Jeneponto District Office of the Ministry of Religious Affairs because this system was built and developed by the internal Ministry of Religious Affairs of the Republic of Indonesia, namely the Personnel Bureau and the Bureau of Public Relations, Data and Information (HDI) of the Secretary General of the Ministry of Religious Affairs of the Republic of Indonesia. The Office of the Ministry of Religious Affairs of Jeneponto Regency only needs to implement the system, while the budget provided by the Office of the Ministry of Religious Affairs of Jeneponto Regency is only the budget for official travel costs for staff to conduct socialization and technical guidance on the use of the system.

In the control aspect, researchers found that the data and information generated by the system are the results of recording attendance data which is part of the employee attendance management information system. To protect the database from external interference, the database is managed by the Personnel Bureau and the Public Relations, Data and Information (HDI) Bureau at the Head Office, including the data backup and recovery process. In addition, users of this system are also given access rights restrictions, starting from ordinary users, namely employees, attendance management users and satker admin users. For ordinary users, it can only be used by employees to record attendance data, send absence reports and complaint reports, view attendance recaps, meal allowances and performance pay without being able to make data changes. In addition, this system also does not have features to prevent fraud that can be committed by employees when recording attendance data. The fraud in question is that employees can record attendance using fake GPS applications and the information system cannot detect or monitor this. This is not in accordance with PANRB Ministerial Letter No. B/2338/M.PANRB/06/2016 dated June 27, 2016 concerning the Use of Electronic-Based Attendance in Government Agencies, which states that the purpose of utilizing the Electronic-Based Employee Attendance Management Information System in Government Agencies is to avoid fraud and/or manipulation of data related to employee attendance. This can indirectly result in a decrease in employee performance, because the incident can cause jealousy for other employees who routinely

record attendance either coming or going home according to the supposed coordinate points. This is certainly not in line with Government Regulation Number 94 of 2021 concerning Civil Servant Discipline, which regulates the obligations, prohibitions, and disciplinary penalties for civil servants.

In the efficiency aspect, it can be found that when compared to when still using face recognition or fingerprint recording, the current system is more efficient because employees can record simultaneously, without queuing and taking turns using the machine, the recording application is installed on each employee's gadget. In the previous system, the manager had to withdraw data manually by connecting the computer to the machine and this was done every month. This is very different from the current system, where the manager can withdraw data at any time because the database is online. The data and information generated by the information system is also not excessive, because the data can be directly used as material that is directly poured into reports for the disbursement of meal allowances and employee performance allowances. Therefore, the employee attendance management information system implemented at the Jeneponto Regency Ministry of Religious Affairs Office is far from the indicators of a system classified as inefficient. According to Al-Fattah (2018), the indicators that a system can be said to be inefficient are as follows: (1) A lot of time is wasted on the activities of human resources, machines and computers; (2) Data is input or copied excessively; (3) Data is processed excessively, Information is generated excessively; (4) The effort required for tasks is too excessive; (5) The material required for tasks is too excessive.

For the service aspect, based on the research results, the analysis of the employee attendance management information system services implemented at the Jeneponto Regency Ministry of Religious Affairs Office has good service quality, where according to Al-Fattah (2018) to assess the impact of information systems on the service quality of a system can be seen from the following criteria: (1) The system produces inaccurate information; (2) The system produces inconsistent information; (3) The system produces information that is not trusted; (4) The system is not easy to learn; (5) The system is not easy to use; (6) The system is awkward to use; (7) The system is not flexible. Meanwhile, the employee attendance management information system at the Jeneponto Regency Ministry of Religious Affairs Office is far from the above criteria. In terms of ease of access to data and information, the management information system that is currently implemented is centralized and can be accessed online so that managers can access it anywhere. For the data recording service application through a mobile application, namely Pusaka, it is also very helpful, apart from being installed on each employee's gadget, the appearance of the application is also simple so that it is easy to use, as well as the information displayed is also in accordance with the needs. However, it is hoped that the application developer can simplify the application used by employees in this case the Pusaka application for recording and the Absensi application for reporting can be made into one application, so that the services used can be maximally utilized by employees.

5. CONCLUSION

This research examines the employee attendance information management system at the Jeneponto District Office of the Ministry of Religious Affairs, which includes various components such as software, hardware, and networks used to manage employee attendance data. The system combines the Pusaka application for attendance recording, the Absensi application for viewing attendance and allowance recapitulation reports, and HRMS Presence for attendance data management as the basis for preparing employee benefit payment reports. PIECES analysis shows that the system functions in accordance with applicable SOPs, although attendance recording is still affected by network and server conditions. The information generated is fast and accurate, but there is a difference in understanding between the manager and the system output on the recapitulation of meal allowances. The system is considered economical because it was developed by an internal bureau, with good security measures such as database storage at the head office and user access restrictions. However, there are still shortcomings in preventing GPS manipulation by employees when recording attendance. In terms of efficiency, the system does not cause a waste of time and the information generated is also not excessive. This system service is very useful for employees and management because it is easy to use and the information generated is directly used for the preparation of benefit reports.

This research has an important contribution in providing a comprehensive picture of the employee attendance information management system in government agencies, especially within the Ministry of Religious Affairs. The results of this study can be used as a basis for further evaluation and development of the existing system, both by the relevant bureaus in the Ministry of Religious Affairs and by other institutions that intend to adopt or develop similar systems. By analyzing the system through the PIECES approach, this research offers a holistic perspective on the performance, efficiency, and control of the employee attendance management system, and how these aspects can be improved to support the smooth operation of the organization. This research also provides insight into the challenges faced in the implementation of information technology in employee attendance management, especially in the context of government agencies that have a wide operational scope.

However, this study also has some limitations that need to be considered. First, this study focuses on one particular agency, so generalization of the findings to other agencies needs to be done with caution. Different network and technology infrastructure conditions in different agencies may affect the results of implementing similar systems. In addition, this study emphasizes more on descriptive analysis without involving more in-depth empirical testing related to the effectiveness or efficiency of the implemented system. Another limitation is the absence of an in-depth study of the impact of the system on user satisfaction or the long-term impact of the system on organizational performance. Therefore, further research is recommended to explore these aspects, including comparative analysis with other agencies that use different attendance management systems, as well as empirical studies that measure the impact of the system on organizational performance and user satisfaction. Further research can also delve deeper into the development of new features that can overcome existing weaknesses, such as GPS fraud prevention systems and simpler and more efficient application integration. Thus, this research not only contributes to the existing literature, but also opens space for further exploration and innovation in employee attendance management in this digital era.

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