

## The Effect of Ease of Use of the "HADIRR" Application, Work Discipline, and Attendance Compliance on Employee Performance at PT. Hatten Bali Tbk. Sanur Denpasar Bali

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### ABSTRACT

*This study aims to analyze the effect of ease of use of the "HADIRR" application, work discipline, and attendance compliance on employee performance at PT Hatten Bali Tbk and uses a quantitative method with a causal associative approach. The data collection instrument is a questionnaire with five assessment scales (Likert scale) and distributed to 92 respondents. Furthermore, the data analysis tool uses SPSS ver 25. The results of this study indicate that partially (t-test) work discipline and attendance compliance have a significant influence on employee performance, then for ease of use of the "HADIRR" application has no influence on employee performance. Second, the simultaneous test of this study that all three variables have a significant influence simultaneously on employee performance at PT Hatten Bali Tbk. The coefficient of determination shows that changes in Employee Performance are influenced by Ease of Use of the Application, Work Discipline, and Attendance Compliance by 50.7%. This study concludes that the ease of use of the "HADIRR" application should be carried out more promptly (scheduled evaluation) in conducting daily attendance.*

### INTRODUCTION

The digital revolution has also impacted corporate human resource (HR) management, driven by advances in information and communication technology. Organizations must now leverage technology to improve the efficiency and effectiveness of their operations. Human resource development also requires a disciplined approach to achieving optimal results in the face of new advancements and challenges in the workplace. The role of HR management, particularly attendance systems, is one of the fastest-growing areas of digitalization. Digital attendance systems can be used to replace manual techniques, with the primary goal of implementing these systems to create a transparent, accountable, and efficient work environment that supports the company's strategic objectives.

While the primary goal is skill development, the success of digital attendance applications depends heavily on the application's ease of use. Overly complex systems or frequent technical issues can lead to frustration, hinder adoption, and even disrupt daily operations. A user-friendly attendance application is crucial for performance and user satisfaction (Valentino Adhy Nuantra et al., 2022) Hadirr, a popular digital attendance platform in Indonesia, offers features like shift management, selfies, and GPS. The app aims to provide convenience and flexibility for employees while providing accurate data and control management. The geotagging and self-portrait-based attendance app has been shown to be effective in improving discipline (Saputra et al., 2023).

PT Hatten Bali Tbk faces challenges in ensuring the discipline and accuracy of attendance recording for its employees spread across multiple work locations, operating in a dynamic industry that requires high operational and discipline levels. Indiscipline and tardiness can directly impact the company's production and service efficiency. Consequently, the company has taken strategic action by implementing the Hadirr application as its primary attendance system.

The following previous empirical research is relevant to the discussion in this study: 1) Are Biometric Attendance Registers a Panacea for Workplace Absenteeism in Tanzania? A Lesson from Public Secondary Schools in Nyamagana Municipality (Greyson Mgonja & Makulilo, 2022), 2) Implementing Mobile Attendance to Improve Civil Servant Work Discipline to Encourage Digital Transformation (Maulidatul Kamila & Haerah, 2024), 3) Smart Attendance Management System Using Face Recognition (Reddy et al., 2021), 4) Evaluating the Effectiveness and Performance of an Examination Hall Attendance System with High-Performance Face Recognition and Fingerprint Technology (ISAH ABDULLAHI WAPANDA & ALIYU BUBA DAHIRU, 2025) 5) Comparison of TAM Method with UAT on the Efficiency of Android-Based Employee Attendance Application (Mochamad Sofyan & Agus Budiyantera, 2024) 6) The Influence of the Use of the Mobile Attendance Application (K-Mob) and Discipline in Implementing the Working Hour Scheme on the Performance of State Civil Apparatus (ASN) in the Health Resources Sector of the West Java Provincial Health Office (Evi Sulistiawati et al., 2024). 7) The Influence of Work Environment and Work Discipline on Employee Performance (Estiana et al., 2023) 8) The Influence of Job Satisfaction, Work Discipline and Work Motivation on Employee Performance (Suryawan & Salsabilla, 2022) 9) The Influence of Competence and Work Discipline on the Performance of Employees at the Directorate General of Defense Strength, Ministry of Defense of the Republic of Indonesia (Sutiyawati & Murniyati, 2025)

However, research on digital attendance shows that system acceptance and adoption are highly dependent on ease of use (Putri Maulidya et al., 2021). This suggests the need for a comprehensive examination of the Hadirr application user experience in the workplace specifically at PT Hatten Bali Tbk. This was conducted to determine the effect of each variable of ease of use of the application, work discipline, and attendance compliance on

employee performance variables partially and the effect of each variable of ease of use of the application, work discipline, and attendance compliance on employee performance variables simultaneously.

## RESEARCH METHOD

This study used a quantitative approach with a causal associative design to analyze the causal relationship between the variables of ease of use of the "HADIRR" application, work discipline, and attendance compliance on employee performance. The study location was PT Hatten Bali Tbk in Sanur, Denpasar, with an intensive implementation period from the preparation stage to the final report from December 2025 to June 2026. The primary focus of this design was to empirically demonstrate the extent to which technology and work behaviors influence organizational productivity.

The population in this study included all company employees at the location, with the sampling technique using quota sampling (Subhaktiyasa, 2024). Based on the established population characteristics criteria, a sample size of 92 respondents was selected. Primary data was collected by manually distributing questionnaires to employees. This manual distribution method was chosen intentionally to facilitate respondents, who were predominantly in the senior age range, thus ensuring accurate understanding of the questions in the research instrument.

The collected data was then processed using SPSS statistical software through several systematic steps. The initial stage began with instrument testing, which included validity and reliability tests to ensure the consistency and accuracy of the measurement tool. Next, a descriptive analysis was conducted to describe the characteristics of respondents' responses to each variable. The final stage of the analysis was hypothesis testing using t-tests (partial) and F-tests (simultaneous) to measure the significance of the influence between the research variables and determine the extent to which the resulting regression model is able to explain employee performance phenomena in the company.

## RESULT AND DISCUSSION

PT Hatten Bali Tbk is a pioneer in the winery industry in Indonesia, boasting a long track record since its founding by Ida Bagus Rai Budiarsa in 1994. Its headquarters and main winery are located at Jalan Bypass Ngurah Rai No. 393, Sanur, Denpasar, Bali.

### Respondent Characteristics

**Table 1. Respondent Characteristics by Gender**

No	Gender	Total	
		n (person)	(percent) %
1	Male	66	71,74%
2	Female	26	28,26
<b>Total</b>		<b>92</b>	<b>100,00</b>

**Table 2. Respondent Characteristics by Age**

No	Age	Total	
		n (person)	(percent) %
1	18-28	15	16,30
2	29-39	32	34,78
3	>39	45	48,92
<b>Total</b>		<b>92</b>	<b>100,00</b>

**Table 3. Percentage of Respondent Characteristics by Education Level**

No	Education	Total	
		n (person)	(percent) %
1	SMA	50	54,35
2	Diploma	12	13,04
3	Strata	30	32,61
<b>Total</b>		<b>92</b>	<b>100,00</b>

**Table 4. Respondent Characteristics by Division**

No	Division	Total	
		n (person)	(percent) %
1	Distribusi	24	26,09
2	HORECA	14	15,22
3	Finance & Accounting	12	13,04
4	General Affairs	10	10,87
5	Marketing	9	9,78
6	Retail	6	6,52
7	Security	5	5,43
8	Cellardoor	4	4,35
9	Outer	2	2,17
10	HRD	2	2,17
11	HEC	2	2,17
12	IT	1	1,09
13	Operational	1	1,09
<b>Total</b>		<b>92</b>	<b>100,00</b>

## Validity Test Results

**Table 5. Validity Test Results**

Pernyataan	Koefisien Korelasi	Standar	Ket.
Kemudahan Penggunaan Aplikasi (X <sub>1</sub> )			
X1.1	0,749	0,30	Valid
X1.2	0,872	0,30	Valid
X1.3	0,714	0,30	Valid

X1.4	0,818	0,30	Valid
Disiplin Kerja (X <sub>2</sub> )			
X2.1	0,847	0,30	Valid
X2.2	0,889	0,30	Valid
X2.3	0,887	0,30	Valid
X2.4	0,868	0,30	Valid
Kepatuhan Presensi (X <sub>3</sub> )			
X3.1	0,549	0,30	Valid
X3.2	0,754	0,30	Valid
X3.3	0,683	0,30	Valid
X3.4	0,753	0,30	Valid
Kinerja Karyawan (Y <sub>1</sub> )			
Y1.1	0,777	0,30	Valid
Y1.2	0,861	0,30	Valid
Y1.3	0,903	0,30	Valid
Y1.4	0,841	0,30	Valid

### Reliability Test Results

Table 6. Reliability Test Results

Variabel	Jumlah Instrumen	Cronbach's Alpha	Standar	Ket.
Ease of Use of Application (X <sub>1</sub> )	4	0,791	0,60	Reliable
Work Discipline (X <sub>2</sub> )	4	0,885	0,60	Reliable
Attendance Compliance (X <sub>3</sub> )	4	0,594	0,60	Quite Reliable
Employee performance (Y <sub>1</sub> )	4	0,865	0,60	Reliable

### Variable Data Description

Class interval formula according to Sturges in (Malik dan Chusni, 2018). Then the classification limits are obtained with the following categories: 1) Scores of 1.00-1.80 are categorized as very bad. 2) Scores of 1.81-2.61 are categorized as bad. 3) Scores of 2.62-3.42 are categorized as less good. 4) Scores of 3.42-4.22 are categorized as good. 5) Scores of 4.23-5.00 are categorized as very good.

**Table 7. Total Score, Average, and Assessment Categories for the Application Ease of Use Variable**

No	Statement	Number of Answers (responden)					Total Score	Average Score	Assessment Categories
		STS	TS	N	S	SS			
1	I find the "Hadirr" app very easy to learn for new users.	0	0	2	39	51	417	4,53	Very good
2	My interaction with the "Hadirr" app was clear and easy to understand.	0	0	3	67	22	387	4,20	Good
3	I don't need much technical effort to do attendance every day.	0	1	4	79	8	370	4,02	Good
4	Overall, I found the app very flexible and easy to operate.	0	0	0	71	21	389	4,22	Good
Total Score							1563	16,97	Very Good
Average Score								4,24	

**Table 8. Total Score, Average, and Assessment Categories for Work Discipline Variables**

No	Statement	Number of Answers (responden)					Total Score	Average Score	Assessment Categories
		STS	TS	N	S	SS			
1	I always show up and start work right on time according to the schedule set by the company.	0	0	25	50	17	360	3,91	Good
2	I comply with all the rules and regulations that apply at PT Hatten Bali Tbk.	0	0	5	62	25	388	4,21	Good
3	I use working hours effectively to complete office responsibilities.	0	0	5	64	23	386	4,19	Good
4	I maintain good behavior and work ethics while in the company environment.	0	0	4	71	17	381	4,14	Good
Total Score							1515	16,45	Good
Average Score								4,11	

**Table 9. Total Score, Average, and Assessment Categories for the Attendance Compliance Variable**

No	Statement	Number of Answers (responden)					Total Score	Average Score	Assessment Categories
		STS	TS	N	S	SS			
1	I clock in and out regularly without ever missing a beat.	1	0	20	64	7	352	3,82	Good
2	I do attendance at the location specified by the application.	0	0	4	72	16	380	4,13	Good
3	I immediately report technical problems to my superior if I fail to do digital attendance.	0	0	2	68	22	388	4,21	Good
4	My attendance percentage every month always meets the company's minimum standards.	0	0	10	68	14	372	4,04	Good
Total Score							1492	16,2	Good
Average Score								4,05	

**Table 10. Total Score, Average, and Assessment Categories of Employee Performance Variables**

No	Statement	Number of Answers (responden)					Total Score	Average Score	Assessment Categories
		STS	TS	N	S	SS			
1	The results of my work always meet the quality standards set by the company.	0	0	6	78	8	370	4.02	Good
2	I am able to complete the volume of work (target) according to the time given.	0	0	10	64	18	376	4.08	Good
3	I have high initiative in completing tasks without always having to be supervised.	0	0	7	68	17	378	4.10	Good
4	I am able to work together with teammates to achieve division targets.	0	0	5	69	18	381	4.14	Good
Total Score							1505	16,34	Good
Average Score								4,08	

**Classical Assumption Test**

**Figure 1. Normality Test**  
**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		92
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.14732872
Most Extreme Differences	Absolute	.137
	Positive	.131
	Negative	-.137
Test Statistic		.137
Asymp. Sig. (2-tailed)		.000 <sup>c</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

The Asymp. Sig. (2-tailed) value is 0.000. This value is smaller than 0.05, which means that the data is not normally distributed. However, multiple linear regression analysis can still be carried out by referring to the Central Limit Theorem principle, considering that the number of respondents exceeds 30 people (n>30).

**Figure 2. Multicollinearity Test**

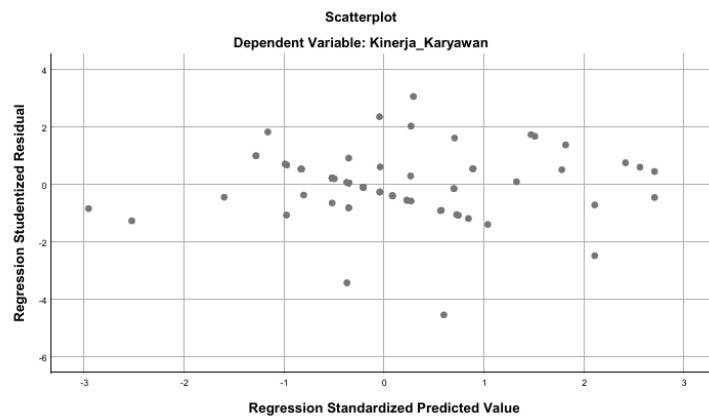
**Coefficients<sup>a</sup>**

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kemudahan Penggunaan Aplikasi	.806	1.240
	Disiplin Kerja	.606	1.650
	Kepatuhan Presensi	.511	1.956

- a. Dependent Variable: Kinerja Karyawan

The VIF value for the Application Ease of Use variable is 1.240, the Work Discipline variable is 1.650, and the Attendance Compliance variable is 1.956. All variables have VIF values <10 and tolerance values of 0.806, 0.606, and 0.511 (>0.10), respectively. Thus, it can be stated that the regression model does not experience symptoms of multicollinearity or is free from multicollinearity.

**Figure 3. Heteroscedasticity Test**



There is no clear pattern such as points spreading above and below the number 0 on the Y axis, so this indicates that heteroscedasticity does not occur.

**Results of Multiple Linear Regression Analysis**

**Figure 4. SPSS Results of Multiple Linear Regression Analysis**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.693	1.735		.976	.332
	Kemudahan_Penggunaan_Aplikas	.169	.093	.152	1.829	.071
	Disiplin_Kerja	.363	.083	.422	4.389	.000
	Kepatuhan_Presensi	.359	.125	.301	2.880	.005

a. Dependent Variable: Kinerja\_Karyawan

Based on the values in Figure 4, the multiple linear regression equation in this study becomes:

$$Y = 1,693 + 0,169 X_1 + 0,363X_2 + 0,359 X_3$$

Where Y = Employee Performance, a = Constant Value, X1 = Ease of Use of Application, X2 = Work Discipline, X3 = Attendance Compliance, b 1 = Regression Coefficient of Ease of Use of Application, b 2 = Regression Coefficient of Work Discipline, b 3 = Attendance Compliance Coefficient

- a. If all independent variables, namely Ease of Use of Application (X1), Work Discipline (X2), and Attendance Compliance (X3) have a value of 0, then Employee Performance (Y) is equal to the constant (a), namely 1.693 units.

This is obtained from:

$$Y = 1,693 + 0,169(0) + 0,363(0) + 0,359(0)$$

$$Y = 1,693$$

- b. b. If the independent variables Ease of Application Use (X1), Work Discipline (X2), and Attendance Compliance (X3) each increase by one unit, then:

$$Y = 1,693 + 0,169(1) + 0,363(1) + 0,359(1)$$

$$Y = 1,693 + 0,169 + 0,363 + 0,359$$

$$Y = 2,584$$

This means that if the three independent variables increase by one unit each, Employee Performance (Y) will increase from 1.693 to 2.584, or an increase of 0.891 units. It can be stated that increases in Application Ease of Use, Work Discipline, and Attendance Compliance simultaneously have a positive influence on Employee Performance. Conversely, if these variables decrease, Employee Performance will also experience a decline..

**Coefficient of Determination**

**Figure 5. SPSS Results of Determination Analysis**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712 <sup>a</sup>	.507	.491	1.167

a. Predictors: (Constant), Kepatuhan\_Presensi, Kemudahan\_Penggunaan\_Aplikas, Disiplin\_Kerja

b. Dependent Variable: Kinerja\_Karyawan

The coefficient of determination shows that changes in Employee Performance (Y) are influenced by the variables Ease of Use of Applications (X1), Work Discipline (X2), and Attendance Compliance (X3) by 50.7%, while the remaining 49.3% (100% - 50.7%) is influenced by other factors (other variables) not examined in this study. Thus, it can be concluded that the three independent variables simultaneously provide a fairly strong contribution or influence on improving Employee Performance.

**Partial Significance Test (*t-test*)**

**Figure 6. SPSS Partial Test Results**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.693	1.735		.976	.332
	Kemudahan_Penggunaan_Aplikas	.169	.093	.152	1.829	.071
	Disiplin_Kerja	.363	.083	.422	4.389	.000
	Kepatuhan_Presensi	.359	.125	.301	2.880	.005

a. Dependent Variable: Kinerja\_Karyawan

- 1) From Figure 6 above, the Sig value for the "HADIRR" Application Ease of Use (X1) variable is 0.071. When the Sig value = 0.071 is compared with the  $\alpha$  value = 0.05, it is found that  $0.071 > 0.05$ , so the Sig value is in the H0 acceptance region. Thus, H0 is accepted and Ha is rejected. This means that statistically, at a confidence level ( $\alpha$ ) = 5%, the partial Ease of Use of the "HADIRR" Application (X1) does not have a significant effect on Employee Performance (Y) at PT Hatten Bali Tbk. Sanur, Denpasar, Bali.  
Therefore, the hypothesis stating "There is a partially significant positive effect of Ease of Use of the "HADIRR" Application on Employee Performance" is not proven.
- 2) From Figure 6 above, the Sig value for the Work Discipline variable (X2) is 0.000. If the t-table value = 0.071 compared with the  $\alpha$  value = 0.05, it is obtained that  $0.000 < 0.05$ , so the Sig value is in the Ha acceptance region. Thus, H0 is rejected and Ha is accepted. This means that statistically, at a confidence level ( $\alpha$ ) = 5%, Work Discipline (X2) has a partial significant effect on Employee Performance (Y) at PT Hatten Bali Tbk. Sanur, Denpasar, Bali.  
Therefore, the hypothesis stating "There is a partially significant positive effect of Work Discipline on Employee Performance" is proven true.
- 3) From Figure 6 above, the Sig value for the Attendance Compliance variable (X3) is 0.005. When the Sig value = 0.005 is compared with the  $\alpha$  value = 0.05, it is found that  $0.005 < 0.05$ , so the Sig value is in the Ha acceptance region. Thus, H0 is rejected and Ha is accepted. This means that statistically, at a confidence level ( $\alpha$ ) = 5%, Attendance Compliance (X3) has a partial significant effect on Employee Performance (Y) at PT Hatten Bali Tbk. Sanur, Denpasar, Bali.  
Therefore, the hypothesis stating "There is a partially significant positive effect of Ease of Use of the 'HADIRR' Application on Employee Performance" is proven true.

**Simultaneous Significance Test (F-test)**

**Figure 7. SPSS Results of Simultaneous Test**

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	123.374	3	41.125	30.211	.000 <sup>b</sup>
	Residual	119.789	88	1.361		
	Total	243.163	91			

a. Dependent Variable: Kinerja\_Karyawan

b. Predictors: (Constant), Kepatuhan\_Presensi, Kemudahan\_Penggunaan\_Aplikas, Disiplin\_Kerja

According to (Ghozali, 2021), this test is used to determine the level of significance of the simultaneous influence of independent variables on the dependent variable. Figure 7 above shows that the Sig value for the variables Ease of Application Use (X1), Work Discipline (X2), and Attendance Compliance (X3) simultaneously is 0.000. When the Sig

value = 0.000 is compared with the  $\alpha$  value = 0.05, it is obtained that  $\text{Sig} = 0.000 < \alpha = 0.05$ , so the Sig value is in the rejection region for  $H_0$ .

Therefore,  $H_0$  is rejected and  $H_a$  is accepted. This means that statistically, at the 5% significance level, the variables Ease of Application Use (X1), Work Discipline (X2), and Attendance Compliance (X3) simultaneously have a positive and significant influence on Employee Performance (Y) at PT Hatten Bali Tbk. Sanur, Denpasar, Bali.

Thus, it can be stated that the hypothesis which states: "There is a simultaneous positive influence of Ease of Use of the "HADIRR" Application, Work Discipline, and Attendance Compliance on Employee Performance" has been proven to be true.

## CONCLUSION AND RECOMMENDATIONS

First, this study concluded that, through a partial t-test, work discipline and attendance compliance significantly influence employee performance. Furthermore, ease of use of the "HADIRR" application had no effect on employee performance. Second, a simultaneous test of this study showed that all three variables simultaneously significantly influence employee performance at PT Hatten Bali Tbk.

Based on the results of this study, the following recommendations can be made: 1) Ease of Use of the "HADIRR" application is expected to encourage employees to be more alert (scheduled evaluations) in conducting daily attendance. 2) Employees are required to practice work discipline to further develop self-discipline. 3) Employees are reminded to be more aware of their attendance compliance processes. 4) Future research can be continued using variables other than those in this study to broaden the scope of digital human resource management.

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