

E-PRESENCE APPLICATION INCREASES THE LEVEL OF HEALTH PERSONNEL DISCIPLINE TO IMPROVE THE QUALITY OF HEALTH SERVICES IN HOSPITALS (SYSTEMATIC REVIEW PAPER)

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ABSTRACT

In the era of increasingly advanced digital technology development, the government in Indonesia uses the E-presence digital attendance application to make attendance easier for its health workers. The use of e-presence is a form of progress in information technology in government. It is necessary to research changes in the level of discipline of health workers in implementing E-presence so that it can improve the quality of service or even reduce the quality of service. Find out how the use of E-presence among health workers can improve work discipline and improve service quality. The research design in this article uses descriptive qualitative research with data originating from the results of systematic reviews from various relevant national journal sources. Articles were obtained from Google Scholar and PubMed with identification in 2023 via Google Scholar n=205 and PubMed n=80. National and International Articles. With the keywords "Digital E-Presence", "Discipline Level", "Service Quality", "Attendance", "Android", "QR Code", and "Discipline". Penelusuran artikel penelitian di tahun 2023 menggunakan kata kunci pada database (n=285). Dilakukan skrining berdasarkan kriteria inklusi dan eksklusi, dan menghasilkan 9 artikel penelitian yang layak sesuai dengan kriteria. This research has changed the motivation of health workers where the level of discipline of health workers has increased and their orientation towards achievement has also improved. The use of e-presence has the impact of increasing the quality of service in hospitals because health workers are present to serve patients on time.

Keywords: Health Personnel, The Quality Of Health, Services In Hospitals

INTRODUCTION

The development of digital technology is growing rapidly from time to time. Therefore, in this case, it can present new findings in the world of digital technology, along with the increasing enthusiasm of the public in the field of digital technology, many digital service producers are improving their digital technology working systems via cellular networks or via

computerized networks. So, this can be exploited by presenting digital technology-based applications to make human activities easier. And in a matter of seconds information can be conveyed quickly with technology (Khasanah, 2021).

E-presence digital attendance application is one type of application that comes from the current development of the world of

technology. E-Presence is a software or policy from the central government that connects the management of employee attendance records with the internet through sophisticated technology. E-presence is recording and recording employee attendance with a recording system that is connected to a database in real time and its accuracy can be well structured. This recording system will store attendance records automatically (Rumah Sakit Pare Jember, 2020).

Apart from that, it can be accessed anywhere and at any time as long as we are connected to the internet network. The online attendance system can reduce the level of fraud that often occurs in a government agency, such as manipulating data and deposits. The presence of the E-presence application or a type of digital attendance can make it easier for employees to take attendance quickly via the smartphone they have, without having to stand in line and jostling in front of the manual attendance desk. It is hoped that the presence of the E-presence digital attendance application will be able to increase the level of attendance discipline and reduce employee tardiness (Dinas Pemprov Jatim, 2020)

The level of discipline is an attitude that appreciate, respects, obeys and complies with the regulations that apply within the company, both written and unwritten. The better the employee's discipline, the better the work performance achieved by the employee. A good level of service quality can be reflected in the extent of employee responsibility for the tasks assigned to them, both employee rights and obligations. In this case, the level of discipline can encourage enthusiasm for work,

spirit for work and the realization of quality service in hospitals, employees and the community. A high level of discipline will reflect strength, because usually an employee is successful in their work, studies and successful in their work because they have high discipline. In measuring the level of employee discipline, various efforts can be made, including implementing a digital attendance system, namely E-presence (Sastrohardiwiryo, 2003).

In article 1 number 1 of Law Number 36 of 2014 concerning Health Workers ("UU 36/2014") : A health worker is any person who dedicates themselves to the health sector and has knowledge and/or skills through education in the health sector, which for certain types requires authority to carry out health efforts.

It is hoped that health workers with the presence of the E-presence application can improve discipline so that health workers can work to serve the community at large and improve the quality of health services perfectly and can create a sense of satisfaction for all levels of society.

LITERATURE REVIEW

Health services are part of health services whose main aim is to improve health and prevent disease with the main target being the community. Because the scope of public health services concerns the interests of many people, the government's role in public health services is quite large (Mayel, 2021).

Hospitals have several types of care in their efforts to provide health services to the community. These types of care include: 1. Inpatient Inpatient care is one of the service units in a hospital that provides comprehensive services to

help solve problems experienced by patients, where the inpatient unit is one of the hospital's review centers so that the level of customer satisfaction or Patients can be used as an indicator of service quality (Layli, 2022).

The flow of inpatient service starts from the service starting when the patient enters the patient reception section, treatment room services (medical personnel services, nursing staff services, direct environment, provision of medical/non-medical equipment, food/nutrition services), continued with administrative/financial services, Finally, the patient's service goes home.

2. Outpatient Outpatient care is a rule or system created to serve the needs of other people, in this case patients to receive treatment for their health without requiring accommodation. Outpatient services are a form of medical service. In simple terms, what is meant by outpatient services is medical services provided to patients not in the form of inpatient care. The aim of outpatient care is to ensure optimal healing and recovery of patients through accountable procedures and actions. (Hospital Service Standards, Director General of Medical Services, Ministry of Health of the Republic of Indonesia, 1999). Meanwhile, the function of outpatient services is as a place for consultation, investigation, examination and treatment of patients by expert doctors in their respective fields which are provided

for patients who need a short time to recover or do not require treatment services (Cahyono, 2023). Literature review.

RESEARCH METHODOLOGY

The method used to review this article was written using a Systematic Review. Sources of information and data were obtained from various kinds of literature obtained from the internet. The process of searching for data and information on the internet using articles obtained from Google Scholar and PubMed with identification in 2023 via Google Scholar n=205 and PubMed n=80. National and International Articles. With the keywords "Digital E-Presence", "Discipline Level", "Service Quality", "Attendance", "Android", "QR Code", and "Discipline".

Data and information on 285 national and international journals and articles were found. The author carried out a search process by limiting the time interval, namely from 2022-2023 and got 285 results. This means the author narrowed down the search time for articles identified after the duplication process and got 20 screened again into 9 articles and journals that were relevant to current conditions. The author collected journals and research during January 2023. The review was written in accordance with the Preferred Reporting Items for Systematic Reporting and Meta-Analysis (PRISMA).

RESULT RESEARCH

Table 1. Search Results Based On Basic Data.

Database	Search keywords	Amount
Google scholar	Digital attendance; E-presence; Hospital Quality; And Employee discipline.	205 articles
PubMed	Attendance; Android; QR Code; and Discipline.	80 articles

Study Selection

The selection of studies in the systematic review was carried out by the author independently through several literature search processes. The results obtained in 2023 will be 285 articles with details of 205 articles coming from Google Scholar, and 80 articles from PubMed. The results of research searches based on databases can be seen in table 4.1

285 articles were found from both national and international databases, and the article selection process for systematic reviews had several stages. The first selection was carried out to assess the presence of duplication in articles.

In this case, 4 articles were deleted because they were duplicated.

In the next stage, the process of screening and selecting studies was carried out based on the mismatch between the content of the article and the research topic of 2 articles. And there are 2 articles that have been excluded due to incompatibility of the title and abstract. There are 2 articles that do not match the research design and there is 1 article that is not in Indonesian and in correct English. The study selection process ultimately resulted in 9 articles which were then analyzed qualitatively.

Identification in 2023 via Google Scholar n=205 and PubMed n=80. National and International Articles. With the keywords "Digital E-Presence", "Discipline Level", "Service Quality", "Attendance", "Android", "QR Code", and "Discipline".



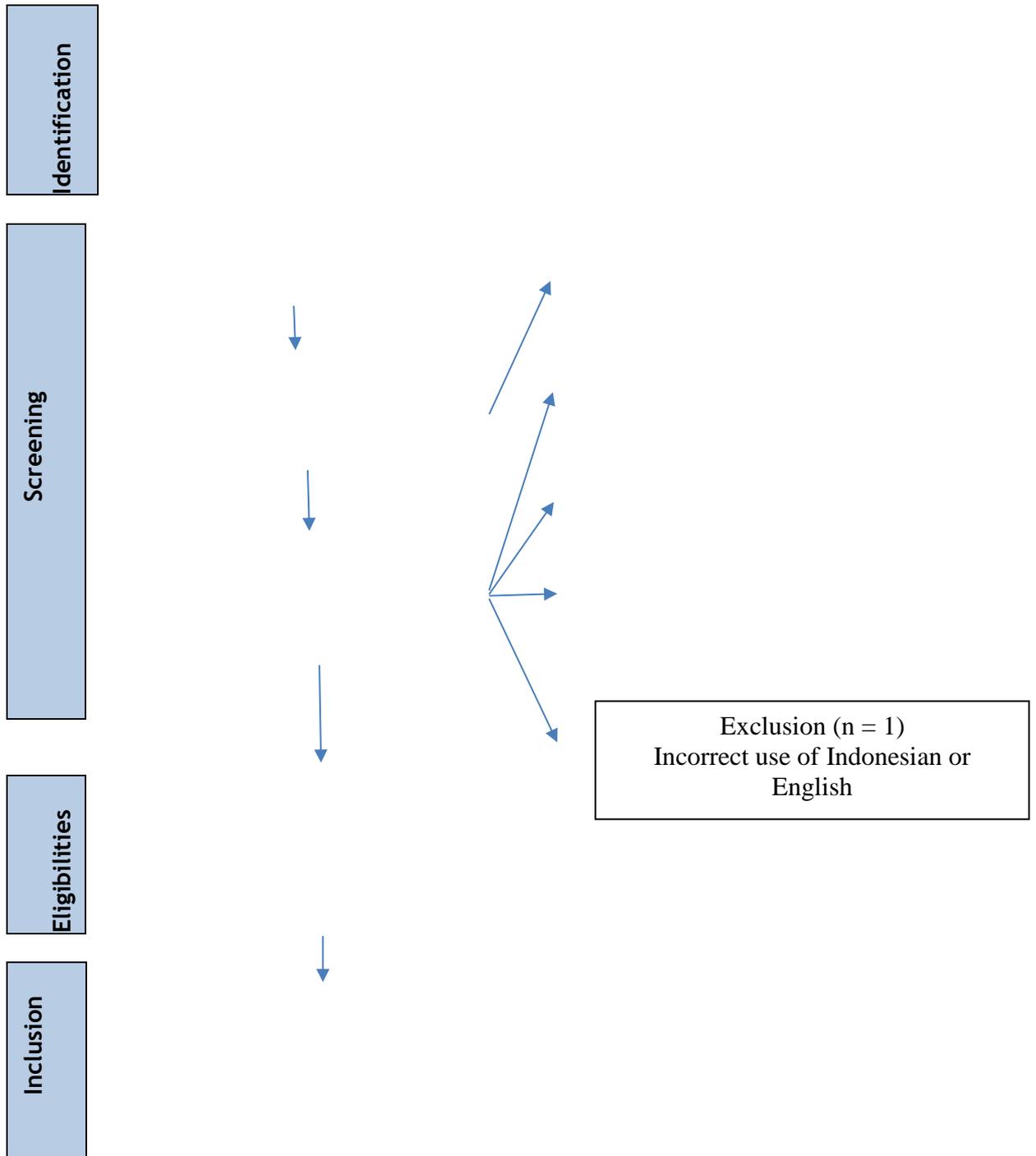


Figure 1. PRISMA Flowchart For Article Selection

Study Quality and Risk of Bias

From the results of the selection of articles, both international and national, 9 articles were found that were analyzed qualitatively. And the assessment of studies in this systematic review uses the Joanna Briggs Intitute (JBI) criteria. The results of the article

quality assessment showed that two articles received a score of 90.8%, four articles received a score of 82.7, and 3 articles received a score of 65.5%. Based on these score values, it can be concluded that there are 6 high quality articles and

3 medium quality articles. These value scores are in Table 4.2.

Table 2. Results Of Study Quality Assessment Using The JBI Checklist

Penulis, Tahun	Question Items		Score
	0	1	
Fernando,dkk.,2022			90,8 %
Krisbudiana., 2023			82,7 %
Rifky.dkk., 2023			82,7 %
Aljohnai,dkk.,2022			82,7 %
Riza,dkk., 2023			65,5 %
Adhany,dkk., 2022			65,5 %
Purba., 2022			65,5 %
Ali., 2022			82,7 %
Maisyaroh, 2021			90,8%

After assessing and grouping studies using JBI's Checklist For Cohort Studies, an assessment of the risk of bias was carried out on the included articles using the Down and Black Checklist for Quality Assessment. So based on

these scores, it can be concluded that two articles have good quality and low risk of bias and eight articles have sufficient quality and moderate risk of bias. The results of this assessment can be seen in table 3.

Table 3. Assessment Results Using The Down And Black Checklist

Author, Year	Assessment Domain					Total
	Reporting	External validity	Bias	Confounding	Power	
Fernando,dkk.,2022	9	3	4	3	1	20
Krisbudiana., 2023	8	3	3	4	1	19
Rifky.dkk., 2023	8	2	4	4	1	19
Aljohnai,dkk.,2022	5	3	5	4	1	18
Riza,dkk., 2023	7	3	4	3	1	18
Adhany,dkk., 2022	7	2	4	5	1	17
Purba., 2022	6	2	3	3	1	15
Ali., 2022	8	2	3	5	1	19
Maisyaroh, 2021	8	2	4	5	1	20

General Characteristics of Inclusive Studies

There are 9 articles, both national and international, that meet the requirements for systematic review. The places where

the study was carried out varied with the four countries. Details of the general characteristics of the

included studies can be seen in the article table presented in table 4.

Table 4. General Characteristics Of Studies

Author, Year	Title	Country
Fernando,dkk.,2022	Exploring the Course and Causes: A Case Study on Navigating the Transition from Manual to Biometric-Fingerprint Attendance at a Sri Lankan State-owned Enterprise.	Sri Lanka
Krisbudiana., 2023	Aplikasi Absensi Karyawan Menggunakan QR Code Berbasis Android di RS Eria Pekanbaru.	Indonesia
Rifky.dkk., 2023	Design and Development of KPRI RSCM Employee Presence Attendance Application Using Android-Based QR Code	Indonesia
Aljohnai,dkk.,2022	AI-Based Attendance Management System Using Image Processing Techniques During Covid-19 Pandemic.	Arab Saudi
Riza,dkk., 2023	Pembangunan Presensi Kepegawaian Rumah Sakit Berbasis Android Pada Rumah Sakit Umum Avisena.	Indonesia
Adhany,dkk., 2022	Pengaruh Absensi Fingerprint, Pengawasan, Reward, Dan Punishment Terhadap Disiplin Kerja Karyawan Pada Rumah Sakit Umum Darmayu Kabupaten Ponorogo.	Indonesia
Purba., 2022	Analisis Permasalahan Finger Print Terhadap Kinerja Pegawai Dan Disiplin Kerja Di RSUD Prabumulih Tahun 2022.	Indonesia
Ali., 2022	Fingerprint Biometric Attendance And Information System For Veterinary Hospital Doctors.	India
Maisyaroh, 2021	Pengaruh penggunaan presensi online dalam meningkatkan disiplin aparatur sipil negara (ASN) pada masa pandemi Covid-19 di kantor kementerian agama kota Jambi.	Indonesia

This study reports the use of absenteeism with several samples

and data analysis methods as distributed in the included articles as in table 5.

Table 5. Explanation Of The Use Of E-Presence Tools, Samples And Data Analysis Methods In Included Studies

Author, Year	Tool E- presence	Samples	Methods
Fernando,dkk.,2022	Finger Print	180 responden	Pendekatan kualitatif,
Krisbudiana., 2023	Finger Print	100 responden	Analisis kuantitatif.
Rifky.dkk., 2023	Finger Print	150 responden	Deskripti kualitatif
Aljohnai,dkk.,2022	Finger Print	350 responden	Deskripti kualitatif
Riza,dkk., 2023	Finger Print	226 responden	Analisis kuantitatif
Adhany,dkk., 2022	Finger Print	337 responden	Analisis kuantitatif
Purba., 2022	Finger Print	350 responden	Deskriptif kualitatif
Ali., 2022	Finger Print	160 responden	Analisis kuantitatif
Maisyaroh, 2021	Finger Print	235 rresponden	Deskriptif kuantitatif

Table 6. Contains A Summary Showing Analytical Research On The Use Of The E-Presence Application On The Level Of Discipline Of Health Workers To Improve The Quality Of Health Services

No	Researcher And Year	Discipline	Service Quality
1	Fernando,dkk., 2022	Fingerprint attendance increased >50% discipline at HGH, a state-owned hospital operating in Sri Lanka	This researcher believes that fingerprint attendance is more authentic and brings many benefits for improving quality at HGH, a state-owned hospital operating in Sri Lanka. Through biometric fingerprint attendance, there was an increase in quality of > 50% at HGH, a state-owned

			hospital operating in Sri Lanka.
2	Krisbudiana., 2023	Fingerprint employee attendance (QR Code Android) increases the work discipline of 75% of Eria Hospital Pekanbaru employees.	The quality of service at Eria Pekanbaru Hospital has also increased by 80%. In addition this employee attendance application using an Android-based QR Code has obtained positive results.
3	Rifky.dkk., 2023	The use of the employee fingerprint attendance application (Android QR code) for KPRI RSCM employees is able to increase employee attendance discipline by > 90%.	By implementing this attendance, it is proven that technology can improve service quality at KPRI RSCM by 85%. With increasingly sophisticated technology in the future, fingerprint presence (QR code) applications will develop and enter a new, more sophisticated and innovative stage.
4	Aljohnai,dkk., 2022	In developing and building an intelligent employee attendance management system based on fingerprint attendance and temperature detection and face detection, employee discipline can be increased by 95%, because this attendance system minimizes the occurrence of fraud. furthermore, this system encourages employees to come to work on time.	The use of fingerprint attendance system technology, temperature detection and face detection can save resources for companies that implement it because technology will take over many tasks that should be done by humans. So it can increase the quality of the company by 90%. Overall, this attendance system is designed to overcome the

			problems that exist in traditional systems for managing employee attendance at hospitals.
5	Riza,dkk., 2023	With the presence of an Android-based fingerprint attendance application, discipline can be increased by 85% because employees take attendance without having to go to the location.	With the presence of processes in the Android-based fingerprint attendance application, service quality can be increased by 85%. This is because employees are becoming more effective at work.
6	Adhany,dkk., 2022	The results of this research show that: Fingerprint attendance has a significant effect on employee work discipline by 90%, with the sig value showing a value of $0.027 < 0.05$ so that H1 is accepted.	So, the conclusion obtained from this research is that fingerprint attendance affects employee work discipline, supervision affects employee work discipline, rewards do not affect employee work discipline, and punishment does not affect employee work discipline. So that the quality-of-service increases by 100%.
7	Purba., 2022	In implementing fingerprint attendance, it is quite good. Judging from the research results and observations of researchers, namely the increase in discipline and performance of employees from an attendance level of	In implementing the fingerprint attendance system at Prabumulih Hospital, the impact emerged, namely the impact on job satisfaction and motivating employees. So the quality of service at Prabumulih Regional Hospital has

		50% and the process of making monthly attendance reports is easier and more efficient when absenteeism is due to employees.	increased by more than 50%.
8	Ali., 2022	With the existence of an employee attendance implementation system using the fingerprint attendance monitoring scheme (Biometric-based) technique, it can automatically increase the discipline of doctors by 80%.	With the existence of a system for implementing employee attendance using an attendance-based monitoring scheme technique Automatic biometrics can improve the quality of service in hospitals by 75%. This system can guarantee the security of doctors' attendance records, and discipline doctors' absences, and can eradicate fake attendance records, and can save time and reduce the amount of work done by administrators in collecting doctors' attendance or absence records. For management, the presence of doctors is very influential in ensuring that the quality of service in the hospital can be well maintained.
9	Maisaroh., 2021.	The absence of finger prints in January 2020 showed that fingerprints were able to improve the performance discipline of State Civil Servants (ASN)	The absence of fingerprints in January 2020 showed that fingerprints were able to improve service quality by 50% because ASN

at the Jambi City were more active in Ministry of Religion their work. Office by > 50%.

DISCUSSION

From several scientific articles that we discussed in a systematic review with the title "Analysis of the Use of E-Presence Applications on the Level of Discipline of Health Workers to Improve the Quality of Health Services" it can be found that there is an increase in discipline for employees with the presence of E-presence digital attendance because it is easier for employees carry out attendance when entering and leaving work without having to queue in front of a manual attendance checklock machine.

As explained by Fernando (2022) in an international article he wrote entitled "Exploring the Course and Causes: A Case Study on Navigating the Transition from Manual to Biometric Fingerprint Attendance at a Sri Lankan State-owned Enterprise" using a Biometric attendance tool -Finger Print with a sample of 8 employees representing three HGH hospital departments interviewed in a semi-structured interview format. This research uses a qualitative approach, to explore understanding beneath the surface and analyze human behavior towards change and resistance. The author's results from his research are the presence of biometric fingerprint attendance by shifting manual or traditional attendance attendance can increase discipline and make employee attendance easier without hassle and queuing.

Researchers in this case are of the view that the presence of biometric fingerprints is more authentic and will bring many benefits to improving quality at HGH, a state-owned hospital operating in Sri Lanka. However,

there is a need for a way to implement changes in the Sri Lankan government's HGH which still requires improvements in its biometric attendance. So that hospital employees in carrying out the process of changing the manual attendance system to a biometric fingerprint attendance system are even more enthusiastic. With the presence of biometric fingerprint attendance, there has been a quality improvement of more than fifty percent at HGH, a state-owned hospital operating in Sri Lanka (Fernando, et al., 2022).

Meanwhile, Krisbudiana (2023) in his international article entitled "Employee Attendance Application Using Android-Based QR Code at Eria Hospital Pekanbaru". By using an Android-based QR Code attendance tool, with a sample of all employees at Eria Hospital Pekanbaru and using the data analysis method used is quantitative analysis. The results obtained from his research using an employee attendance application using an Android-based QR Code at Eria Hospital Pekanbaru effectively overcome the limitations of the fingerprint attendance system used previously, namely difficulties in reading fingerprints in the manual attendance system, increasingly limited access to fingerprint scanners, and the need to avoid contact. directly with shared equipment to prevent the risk of virus transmission, and of course it can increase the level of employee work discipline and quality at the Eria Pekanbaru hospital has also increased. In addition, this employee attendance application

using an Android-based QR Code has obtained positive results.

The quality of this application is based on the ISO 25010 quality standard, which includes functional testing with all functions functioning properly, reliability testing with an A rating, compatibility testing with split screen feature compatibility, security testing with an A rating, portability testing with results that can be installed on different devices and Android versions 8.1 to 12, maintainability testing with an A rating, efficiency testing with a startup time of approximately 1.6 seconds, and user experience testing with an attractiveness score of 2.62, visibility score of 2.57, efficiency score of 2.62, dependability score 2.51, score Overall, the implementation of an Android-based attendance application using QR Code has proven to be the right solution to the challenges faced by the fingerprint attendance system, and contributes to optimizing the collection and processing of attendance data at Eria Hospital stimulation 2.62, and novelty score 2.40 (Krisbudiana., 2023)

Rifky (2023) wrote an international article entitled "Design and Development of KPRI RSCM Employee Presence Attendance Application Using Android-Based QR Code". By using an Android-based attendance application, with a sample of all Avisena General Hospital employees. Apart from that, it uses theoretical analysis research methodology regarding a method or method used to overcome problems based on data obtained from research results. Research is a systematic investigation that aims to increase knowledge and find answers to a particular problem. Then the author got the results that using an Android-based employee attendance application using the QR code for KPRI RSCM employees can simplify

the employee attendance process and increase system efficiency. As well as being able to increase employee attendance discipline. This application allows hospital employees to take attendance by scanning the QR code located at the attendance location, so that the application can record their attendance. This application also makes it easier to manage RSCM employee attendance data and makes stored attendance data more accurate and can be accessed anytime and anywhere. The implementing of QR code technology in this application helps KPRI RSCM simplify business processes and accelerate business growth. Therefore, designing a KPRI RSCM employee attendance application using an Android-based QR code is an efficient and useful solution to overcome human resource management challenges. By implementing this attendance, it proves that technology can improve quality services at KPRI RSCM. With increasingly sophisticated technology, in the future QR code attendance applications will continue to develop and enter a new, more sophisticated and innovative stage. The hope is that this will happen in the future with the QR code presence application:

- Integration with other technologies,
- Use of biometrics,
- Data monitoring and analysis,
- Remote access (Rifky. et al., 2023).

Aljohnai's research (2022) with the title "AI-Based Attendance Management System Using Image Processing Techniques During Covid-19 Pandemic". Demonstrates that in developing and building an intelligent employee attendance management system based on temperature detection and face detection can provide a safe

environment for management and employees. The use of technology such as temperature detection and facial detection attendance systems can save resources for companies that implement them because technology will take over many tasks that should be done by humans. Furthermore, using a cloud management system ensures an efficient system and employee attendance using temperature detection and face detection can increase employee discipline, because this attendance system minimizes the occurrence of fraud. This system encourages employees to come to work on time so that they can improve the quality of their company. Overall, this attendance system is designed to overcome the problems that exist in traditional systems in managing employee attendance at hospitals during the COVID-19 pandemic (Aljohnai, et al., 2022).

Likewise with research from Riza (2023). With the title of the national article "Development of Android-Based Hospital Personnel Attendance at Avisena General Hospital" it shows that the use of the Android-based Attendance application can function well, such as being able to take attendance without having to go to the location. Android-based application that can be used by employees when they are not there. in the office. This application was built using the Java and XML programming languages.

The aim is to make it easier for Avisena Hospital employees to carry out attendance even though they are outside the office. With the presence of several processes in the Android-based attendance application, it can function properly, such as being able to take attendance without having to go to a location. However, there are also drawbacks, namely having to use a

website so that if the user doesn't bring a cellphone, they can do attendance via their laptop and expand the platform used by the Android attendance application, which is currently only implemented on Android services but for iOS it is still not possible (Riza, et al., 2023).

In Adhany's research (2022) with the title "The Influence of Fingerprint Attendance, Supervision, Reward and Punishment on Employee Work Discipline at the Darmayu General Hospital, Ponorogo Regency". From the results of research using a fingerprint attendance tool with a sample of 337 employee respondents at RSU Darmayu, Ponorogo Regency. The approach method uses quantitative with Statistical Package for the Social Science 22. And research data obtained from the results of distributing questionnaires shows that:

1. Fingerprint attendance has a significant effect on employee work discipline with the sig value showing a value of $0.027 < 0.05$ so that H1 is accepted.
2. Supervision has a significant effect on work discipline with the sig value showing a value of $0.000 < 0.05$ so that H2 is accepted.
3. Rewards have a negative effect on work discipline with a sig value of $0.582 > 0.05$ so that H3 is rejected.
4. Punishment has a negative effect on work discipline with a sig value of $0.601 > 0.05$ so that H4 is rejected. So the conclusion obtained from this research is that fingerprint attendance affects employee work discipline, supervision affects employee work discipline, rewards do not affect employee work discipline, and punishment does not affect employee work discipline (Adhany, et al., 2022).

Meanwhile, research from Purba., (2022) with the title "Analysis of Finger Print Problems on Employee Performance and Work Discipline at Prabumulih Regional Hospital in 2022." By using a fingerprint attendance tool as well as a sample of all employees at Prabumulih Regional Hospital. Apart from that, the descriptive qualitative research method is data in which the magnitude of all variables is described in categorical form and correlation will be obtained, namely data on independent variables and dependent variables compared at the same time using a checklist sheet. Obtaining research results includes:

1. In the system for implementing fingerprint attendance, it can be seen that it is quite good. This can be seen from the results of research and observations of researchers, namely the increase in discipline and performance of employees from the level of attendance and also in the process of making monthly attendance reports easier and more efficient during attendance fingerprints are used because employees go home and arrive on time according to working hours regulations.
2. The abilities of the ASN and PHL employees at Prabumulih Regional Hospital in implementing fingerprint attendance are very capable and accustomed to carrying out fingerprint attendance because it has been running for approximately 5 years. In addition, this absence and the employees are also aware of the sanctions that are applied if the employees violate work discipline such as being late for work, automatic additional employee income (TPP) and service

deductions for PHL are deducted and for employees who often miss work they are given warning letter from the leadership.

3. In implementing the fingerprint attendance system at Prabumulih Regional Hospital, impacts emerge, namely the impact on job satisfaction and motivating employees. Because in this case it can be seen from the research results that in general there is an increase in time discipline, an increase in the performance of the fingerprint attendance machine as a benchmark for obtaining additional employee income (TPP) and can motivate employees to be more diligent in coming to work. So far, in implementing fingerprint attendance, employees have felt an increase in discipline and performance from implementing fingerprint attendance, this is in accordance with the rules that have been implemented (Adhany., 2022). Pada penelitian Ali (2022) yang berjudul "Fingerprint Biometric Attendance And Information System For Veterinary Hospital Doctors".

Researchers found that having a system for implementing employee attendance using automatic biometric-based attendance monitoring scheme techniques can improve the discipline of doctors and support quality improvement in any hospital, institution or company and stop time-wasting procedures. Furthermore, in the implementation of the biometric doctor attendance scheme, supervisors provide calm access to provide doctor attendance information and more effective and accurate monitoring of monthly attendance.

This system can guarantee the security of doctors' attendance records, and discipline doctors'

absences, and can eradicate fake attendance records, and can save time and reduce the amount of work done by administrators in collecting doctors' attendance or absence records. The proposed automatic biometric-based attendance system can be further improved through the integration of multimodal biometric technology to provide more security for doctor attendance management so that the quality of service in hospitals can be well maintained (Ali., 2022).

Likewise with Maisaroh's (2021) research entitled "The influence of using online presence in improving the discipline of the State Civil Apparatus (ASN) during the Covid-19 pandemic at the office of the Ministry of Religion in Jambi City". Using the Finger Print attendance tool, with a sample of all State Civil Apparatus (ASN) at the Jambi City Ministry of Religion Office. The research method uses a descriptive quantitative approach with data collection methods in the form of distributing questionnaires, interviews and documentation.

Based on the analysis carried out by looking at the recapitulation of fingerprint absences in January 2020, the results showed that fingerprints were able to improve the performance discipline of State Civil Apparatus (ASN) at the Jambi City Ministry of Religion Office. And the quality of service increases because ASN are more active in their work (Maisaroh., 2021).

CONCLUSION

From several literature studies that have been presented, it is proven that the existence of digital E-presence for health workers can trigger an increase in the level of discipline so that it is easier for health workers to carry out digital attendance. With increased

discipline, it is hoped that health workers will be able to provide health services so that the quality of services can increase rapidly.

Suggestion

Suggestions that can be given to improve this are first, it is hoped that the government will further improve digital technology, especially the E-presence digital attendance application software so that there is no lockdown due to the accumulation of health worker attendance data.

Secondly, the level of discipline of health workers must be appreciated, if health workers have a high level of discipline they are given rewards and if health workers have a low level of discipline then punishment must be given. Where rewards and punishment are regulated by each health worker's workplace.

Lastly, health workers are required to play an active role in using the E-presence digital attendance application so that the level of discipline can be measured and improve the quality of health services in the workplace.

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