

## ABSTRACT

### INNOVATION IN IMPROVING EMPLOYEE DISCIPLINE IN BANTA-BANTAENG KELURAHAN OFFICE, RAPPOCINI DISTRICT, MAKASSAR CITY

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Banta-bantaeng Village is one of the regional government entities located in Rappocini District, Makassar City, whose primary mission is to provide letter management, empowerment, coaching, and community development services. In the organizational structure, there is a Secretary of the Village Head; the problem that occurs in this section is the lack of thoroughness in responding to employee discipline problems that do not go according to what has been determined, particularly in employee attendance, where there are still employees who are late to work and employees who take care of absences; thus, this study aims to create e-attendance so that employees can take attendance electronically. The outcome of this research is innovation in improving employee discipline in the form of e-attendance, which intends to promote growing employee discipline at the Banta-bantaeng Village office in order to establish a good work environment that complies with the office's standards. Conducting initial observations, designing, and also socializing are the processes in this research. The observation stage aims to obtain and collect information about the Banta-bantaeng Village office by conducting interviews with employees; the design stage aims to create an e-attendance model; the design stage aims to unify what has been obtained in the observation and design stages regarding e-attendance; and the socialization stage aims to inform and direct Banta-bantaeng Village employees about the use of e-attendance innovation. The outcome of this thesis is innovation in the form of e-attendance at the Banta-bantaeng subdistrict office for increasing employee discipline.

Keywords: Innovation, Employee Discipline, E-attendance.