

THE EFFECT OF THE EFFECTIVENESS OF GREATDAY ATTENDANCE IMPLEMENTATION AND WORK ENVIRONMENT ON EMPLOYEE WORK DISCIPLINE AT XYZ SCHOOL, BEKASI CITY

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ABSTRACT

This study examines the effect of the effectiveness of GreatDay attendance implementation and the work environment on employee work discipline at XYZ School, Bekasi City. Using a quantitative approach with descriptive and verificative methods, data were collected from 75 employees through questionnaires and analyzed using multiple linear regression with SPSS 25. The results indicate that the effectiveness of GreatDay attendance implementation and the work environment each have a significant partial effect on employee work discipline, with significance values of 0.000 and 0.004, respectively. Simultaneously, both variables also significantly influence work discipline with a coefficient of determination of 42.3%. These findings suggest that improving the effectiveness of the digital attendance system and creating a conducive work environment can enhance employee work discipline at XYZ School, Bekasi City.

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INTRODUCTION

In educational institutions, it is always expected that every employee, including both teachers and administrative staff, demonstrates high performance, because such performance is expected to enable employees to provide optimal work contributions to the institution. A common problem faced by institutions lies in their internal human resources. This condition presents a challenge for management in terms of governance. Supervisory actions are needed to ensure organizational goals are achieved, one of which is monitoring employee work discipline through attendance systems.

To build a strong, cohesive, and united workforce that is sensitive, responsive, highly cooperative, disciplined, and aware of its responsibilities as part of bureaucratic reform in order to improve the school's work image and performance toward professionalism and support the creation of good governance, disciplinary development is essential. Discipline is an important function in human resource management because high discipline produces employees who are assertive and punctual, while also improving employee performance outcomes.

Many factors influence work discipline, including the effectiveness of implementing online-based attendance and the work environment. Effectiveness refers to the level of success or ability to achieve intended goals and outcomes. When goals and targets are achieved according to established plans, effectiveness is considered present. Conversely, when targets are not achieved within the predetermined time frame, the condition is considered ineffective. Effectiveness is related to how efficiently a social system achieves its goals while optimizing the use of human energy.

XYZ School is an educational institution in Bekasi City that provides elementary and junior high school education and is committed to developing future leaders who are intelligent, faithful, independent, virtuous, and globally minded. A holistic educational approach ensures that academic achievement goes hand in hand with character development, shaping responsible and compassionate individuals. To realize this vision, high-quality human resources are needed at XYZ School, including teachers and other employees. Many factors influence the quality of human resources, one of which is work discipline. Work discipline itself can be influenced by the effectiveness of online-based attendance implementation and the work environment.

In the current digital era, various educational institutions are beginning to utilize technology to improve the efficiency and quality of human resource management, one of which is the use of digital attendance systems such as GreatDay. The implementation of digital attendance is intended to facilitate accurate and real-time recording of employee attendance, which is expected to improve work discipline. However, the effectiveness of implementing this system often faces several challenges that influence implementation outcomes in practice. XYZ School in Bekasi City has also implemented GreatDay digital attendance as part of its effort to build a strong culture of discipline. However, based on preliminary observations and internal reports, there are indications that employee work discipline remains suboptimal despite the use of digital attendance.

The effectiveness of GreatDay digital attendance implementation is still not optimal; therefore, employee attendance data may be inaccurate and not real-time, making discipline monitoring less objective. This can lead to disciplinary violations being poorly detected, managerial decisions related to rewards and punishments becoming less accurate, and the goal of improving discipline through digital attendance not being achieved optimally. The system's ease of use still faces technical constraints and limited user understanding, causing employees to frequently make attendance errors (mis-scan, login failure, or unrecorded attendance), which ultimately creates dissatisfaction and negative perceptions of the system. This condition can reduce motivation to comply with attendance procedures, trigger complaints, and potentially generate resistance to the use of new technology.

Training and socialization regarding system use are still inadequate, resulting in many employees using the attendance system by trial and error without clear understanding of standard procedures, system features, and benefits. This condition leads to high variation in usage methods, inconsistency in attendance data, and reduced employee responsibility for attendance compliance because they feel they have not been properly trained. Limitations in technological infrastructure and employee readiness mean that signal disruptions, inadequate devices, or low employee digital competence may cause delays or failures in attendance

recording. In the long term, this reduces trust in the system, inhibits a technology-based disciplined work culture, and keeps the school dependent on less efficient manual methods.

Monitoring and evaluation of system effectiveness have not been conducted systematically; consequently, system-use problems (errors, data inaccuracy, employee noncompliance) are not identified and handled quickly and measurably. As a result, management finds it difficult to determine whether GreatDay attendance truly contributes to improving work discipline, improvements are made sporadically, and policy or procedure improvements are not based on strong data. In addition to technological factors, the work environment, including relationships among colleagues, work atmosphere, and physical workplace conditions, is also presumed to influence employee discipline in carrying out duties. The level of employee discipline at XYZ School over one year can be seen in the following table:

Attendance Data Table of XYZ School, Bekasi City, 2024

Month	Number of Absences (days)	% Absences of 75 Employees	Number of Tardiness (days)	% Tardiness of 75 Employees	Work Discipline Level (%)
Jan	18	24.0%	25	33.3%	65
Feb	17	22.7%	23	30.7%	68
Mar	16	21.3%	21	28.0%	70
Apr	15	20.0%	20	26.7%	72
May	14	18.7%	18	24.0%	75
Jun	12	16.0%	16	21.3%	78
Jul	11	14.7%	15	20.0%	80
Aug	10	13.3%	14	18.7%	82
Sep	9	12.0%	12	16.0%	85
Oct	8	10.7%	10	13.3%	88
Nov	7	9.3%	9	12.0%	90
Dec	6	8.0%	8	10.7%	92

From the table above, it can be seen that the percentages of absenteeism and tardiness, compared with the total of 75 employees, show a stable downward trend from January to December. For example, absenteeism decreased from 24% to 8%, and tardiness decreased from 33.3% to 10.7%. As absenteeism and tardiness declined, the level of employee work discipline increased from 65% to 92%, indicating a positive correlation with the effective use of the GreatDay digital attendance system and the influence of the work environment.

Problem Identification

Based on the research background, the author identifies the following problems:

1. Physical environmental conditions are still inadequate.
Inadequate physical environmental conditions at XYZ School affect employee work discipline, resulting in employees feeling uncomfortable while working and less focused.
2. Relationships among coworkers and with supervisors are still less harmonious.

Insufficiently harmonious relationships among coworkers and supervisors in this school hinder work discipline, resulting in a tense work atmosphere that is not conducive to collaboration.

3. Work atmosphere and organizational culture are still not favorable.
The less favorable work atmosphere and organizational culture at XYZ School contribute insufficiently to the formation of work discipline, so organizational norms that support discipline and commitment are not well established.
4. Work environment constraints remain suboptimal.
Work environment constraints experienced by employees reduce their level of discipline, resulting in difficulties in carrying out tasks optimally.
5. Employee perceptions of work facilities are not yet supportive.
Employee perceptions of work facilities and overall work environment conditions are not yet supportive of work discipline, leading to reduced job satisfaction because facilities are perceived as inadequate.
6. The effectiveness of system implementation is still not optimal.
The effectiveness of implementing the GreatDay digital attendance system is still suboptimal, so employee attendance data are potentially inaccurate and not real-time; system usability still faces technical constraints. System usability continues to face technical obstacles and limited understanding, causing employees to frequently make attendance errors (mis-scan, login failure, or unrecorded attendance).
7. Training and socialization remain inadequate.
Training and socialization regarding system use remain insufficient, causing many employees to use attendance through trial and error without clear understanding of standard procedures, features, and system benefits.
8. Limitations in technological infrastructure and employee readiness.
Limitations in technological infrastructure and employee readiness mean that signal disruptions, inadequate devices, or low employee digital competence may cause delays or failures in attendance recording. Monitoring and evaluation have also not been carried out systematically.
9. Monitoring and evaluation of system effectiveness have not been carried out systematically, resulting in system-use problems (errors, data inaccuracy, employee noncompliance) not being identified and handled quickly and measurably.

Considering the large number of identified problems and the researcher's time constraints, this study focuses only on three variables: the Effectiveness of GreatDay Attendance Implementation, Work Environment, and Employee Work Discipline at XYZ School, Bekasi City. Based on the research background described above, the main problems in this thesis are as follows:

1. Does the Effectiveness of GreatDay Attendance Implementation affect Employee Work Discipline at XYZ School, Bekasi City?
2. Does Work Environment affect Employee Work Discipline at XYZ School, Bekasi City?
3. Do the Effectiveness of GreatDay Attendance Implementation and Work Environment jointly affect Employee Work Discipline at XYZ School, Bekasi City?

Research Objectives

Based on the problem formulation above, the objectives of this study are:

1. To determine and analyze the effect of the Effectiveness of GreatDay Attendance Implementation on Employee Work Discipline at XYZ School, Bekasi City.
2. To determine and analyze the effect of Work Environment on Employee Work Discipline at XYZ School, Bekasi City.
3. To determine and analyze the joint effect of the Effectiveness of GreatDay Attendance Implementation and Work Environment on Employee Work Discipline at XYZ School, Bekasi City.

LITERATURE REVIEW

Effectiveness of GreatDay Attendance Implementation

The effectiveness of implementing GreatDay digital attendance at XYZ School cannot be separated from the general concept of organizational effectiveness. Therefore, this subsection discusses theories of effectiveness that serve as the basis for assessing the success of the attendance system in supporting the achievement of employee discipline targets. In this study, the Effectiveness of GreatDay Attendance Implementation is based on effectiveness theory according to Gibson (2001). The core idea is that effectiveness is the achievement of organizational goals and targets that have been agreed upon. According to Gibson, effectiveness is related to: clarity of goals and targets; alignment of structure, processes, and systems with those goals; and individual and group behavior that supports target achievement.

In the context of GreatDay attendance, the attendance system is part of organizational structure and processes. It is effective when: it is designed in line with applicable disciplinary rules; it is supported by user behavior (employees use the system in a disciplined manner); and it is accompanied by consistent supervision and evaluation. (Miller, Mardiasmo, Gibson), in which the system is able to realize disciplinary goals and facilitate attendance management. According to Miller (Tangkilisan, 2005:138), effectiveness is the relationship between output and objectives, where effectiveness is measured by how far output levels, policies, and organizational procedures achieve predetermined goals. Effectiveness must be distinguished from efficiency. Efficiency mainly refers to the comparison between cost and results, while effectiveness is directly linked to achievement of goals.

According to Mardiasmo (2017:134), effectiveness is a measure of the success or failure of an organization in achieving its goals. If an organization achieves its goals, it is operating effectively. Effectiveness indicators describe the scope of outcomes and impacts resulting from program outputs in achieving program objectives. The greater the contribution of outputs to achieving predetermined goals and targets, the more effective the work process of an organizational unit. According to Gibson (2001:120), effectiveness is the achievement of agreed goals and targets in pursuit of shared objectives. The level of goal and target achievement indicates the level of effectiveness. If goals and targets are achieved according to plan, it is considered effective. If goals and targets are not achieved within the specified time, it is

considered ineffective. Thus, effectiveness refers to the degree of balance of a social system in achieving goals and utilizing human resources.

Dimensions and Indicators of the Effectiveness of GreatDay Attendance System Implementation

According to Miller in Tangkilisan (2005:60), to measure effectiveness in achieving goals and targets, there are several dimensions of effectiveness as follows:

1. **Target Achievement**
This refers to the extent to which organizational targets can be realized properly. This can be seen from how far the implementation of organizational objectives achieves targets in accordance with predetermined goals.
2. **Adaptability**
This refers to organizational success as seen from the extent to which the organization can adapt to changes occurring both internally and externally.
3. **Job Satisfaction**
This refers to a condition felt by all members of the organization that can provide comfort and motivation for improving organizational performance. The focus includes work itself and the suitability of rewards or incentive systems applied to high-performing organizational members who carry out work beyond existing workloads.
4. **Responsibility**
This means the organization is able to carry out the mandate given in accordance with previously established provisions.

Work Environment

To understand the role of the work environment in influencing employee work discipline, a theoretical foundation is needed to comprehensively explain the concept of work environment, its elements, and its influence on employee behavior. Therefore, this subsection describes the theoretical basis of the work environment used to develop the dimensions and indicators of the work environment variable in this study, including the Two-Factor Theory by Frederick Herzberg (1959), in which the work environment consists of two categories:

Hygiene Factors: conditions that prevent dissatisfaction, such as physical workplace conditions, company policies, relationships with supervisors/coworkers, salary, job security, and supervision.

Motivators: conditions that increase satisfaction and motivation, such as achievement, recognition, responsibility, growth, and the work itself.

Relevance to this study: physical and non-physical work environments affect satisfaction and motivation, which in turn affect work discipline.

Quotation for proposal: "According to Herzberg (1959), the work environment consists of hygiene factors (physical conditions, policies, work relationships) and motivator factors (achievement, recognition, responsibility), which jointly influence employee job satisfaction

and motivation, ultimately affecting work discipline." According to Nitisemito (2008:183), the work environment is everything around workers that can influence them in carrying out the tasks assigned to them. According to Sedarmayanti (2009:21), the work environment is the unity of tools, equipment, and materials faced by a person, the surrounding environment in which one works, work methods, and work arrangements individually or in groups/teams.

The work environment has a very strong influence on employee habits in completing tasks and work. If the work environment around employees is good, employees will have high work discipline so that good cooperation can be established in the company, which in turn affects employee job satisfaction. Conversely, a poor work environment causes low work discipline, which affects declining job satisfaction. A good work environment is safe, peaceful, clean, quiet, well-lit, and free from threats and disturbances that can hinder employees from working optimally (Lewa and Subowo, 2005:131). According to Nitisermo in Lewa and Subowo (2005:130), the work environment is everything around workers that can influence them in carrying out assigned tasks. A conducive work environment can improve employee performance.

Work Environment Dimensions

Nitisemito (2008:159) states that work environment dimensions are as follows:

1. **Work Atmosphere**
Work atmosphere is the condition around employees while performing work that can influence the implementation of the work itself. A comfortable and pleasant work atmosphere can trigger enthusiasm in carrying out assigned tasks and responsibilities.
2. **Relationship with Coworkers**
Relationships with coworkers should be harmonious and free from jealousy among coworkers. Through improving harmonious relationships with supervisors, coworkers, and subordinates, employees will feel comfortable and not awkward in interacting.
3. **Availability of Work Facilities**
Complete work facilities can also drive employee work outcomes and enable tasks to be completed more quickly. This means that the equipment used supports work continuity and is complete and advanced. The work environment is an important factor in influencing employee loyalty. In carrying out work, employees must be supported by a good work environment.

Work Discipline

Work discipline can be defined as compliance with rules and standards established in an organization/company, as well as commitment to assumed responsibilities. A high level of work discipline helps maintain good relationships between employees and supervisors and increases employee loyalty to the company. Work discipline according to Podsakoff et al. (2019:1-25) is the attitude and behavior of employees that show obedience to rules and norms in the workplace, contributing to organizational goal achievement. Ahmad & Sari (2020:45) define work discipline as an attitude of obedience to rules and norms that functions to improve work resilience and productivity. Wijaya (2021:120) defines work discipline as behavior that shows compliance with organizational policies and procedures. Rahmat et al. (2022:88) define work

discipline as the ability and awareness of individuals to consistently comply with organizational rules, instructions, and ethics. Putra & Hidayat (2023:55) state that work discipline is awareness and compliance with norms and procedures used to achieve work effectiveness.

Dimensions and Indicators of Work Discipline

Work discipline dimensions according to Podsakoff et al. (2019:1-25) define work discipline in the context of employee attitudes and behavior that support organizational goal achievement. Based on this theory, work discipline dimensions generally include:

1. Compliance with Rules and Procedures: the level of employee compliance with work rules, company policies, and established operational procedures.
2. Punctuality: employee ability to attend and complete work on time according to schedule.
3. Productivity and Work Consistency: employees demonstrate consistent and optimal work according to expected standards.
4. Professional Attitude: level of professionalism in interacting and performing tasks, including avoiding behavior that harms the organization.
5. Social Compliance and Organizational Norms: fulfillment of social norms and values in the work environment that support harmony and shared goals.

Hypotheses

The proposed hypotheses are:

a. The first proposed hypothesis:

H1: It is presumed that the Effectiveness of GreatDay Attendance Implementation partially affects Employee Work Discipline at XYZ School, Bekasi City.

b. The second proposed hypothesis:

H2: It is presumed that Work Environment partially affects Employee Work Discipline at XYZ School, Bekasi City.

c. The third proposed hypothesis:

H3: It is presumed that the Effectiveness of GreatDay Attendance Implementation and Work Environment simultaneously affect Employee Work Discipline at XYZ School, Bekasi City.

RESEARCH METHODOLOGY

According to Sugiyono (2014:80), population is a generalization area consisting of objects or subjects with certain qualities and characteristics determined by the researcher to be studied and then concluded. In this study, the population consists of 75 employees at XYZ School, Bekasi City. sample is part of the number and characteristics possessed by the population. If the population is large and the researcher cannot study all elements in the population due to limitations of funds, manpower, and time, then the researcher may use samples taken from that population (Sugiyono, 2014:81). This study used a saturated sampling technique with a 90%

confidence level and a 5% error level, where all employees at XYZ School, Bekasi City, totaling 75 people, were used as the sample.

RESEARCH ANALYSIS AND DISCUSSION

Results of Validity and Reliability Analysis

Validity Test

According to Sugiyono (2017:125), validity is the degree of accuracy between data that actually occur in the object and data collected by the researcher. This study used internal validity as the technique to prove instrument validity. Internal validity is included in criterion validity, reflected in the magnitude of the correlation coefficient between item scores and total scores (Sugiyono, 2017:126). If the correlation coefficient between the two is positive and significant, the item is considered valid. According to Sugiyono (2017:126), a validity coefficient of 0.3 and above can be declared valid, while a validity coefficient below 0.3 is declared invalid. Based on data analysis using IBM SPSS version 25, the validity of the measurement instrument was obtained as follows:

Validity Test Table

Statement Item	r Table	Effectiveness of Greatday Attendance Implementation (X1)	Work Environment (X2)	Work Discipline (Y)	Conclusion
1	0,213	,348**	,498**	,665**	Valid
2	0,213	,414**	,603**	,656**	Valid
3	0,213	,387**	,595**	,611**	Valid
4	0,213	,308**	,623**	,591**	Valid
5	0,213	,453**	,628**	,662**	Valid
6	0,213	,569**	,668**	,637**	Valid
7	0,213	,461**	,642**	,662**	Valid
8	0,213	,600**	,661**	,654**	Valid
9	0,213	,538**	,530**	,729**	Valid
10	0,213	,654**	,682**	,679**	Valid
11	0,213	,608**	,606**	,570**	Valid
12	0,213	,527**	,590**	,746**	Valid
13	0,213	,645**	,619**	,668**	Valid
14	0,213	,640**	,656**	,595**	Valid
15	0,213	,555**	,591**	,658**	Valid

Source: Data processed using SPSS version 25.

The table above shows that all statement items in the variables of Effectiveness of GreatDay Attendance Implementation, Work Environment, and Work Discipline have validity coefficients above 0.213. Therefore, it can be concluded that all statement items for these variables are valid in measuring the intended aspects.

Reliability Test

The reliability test indicates the extent to which measurement results using the same object produce consistent data (Sugiyono, 2017:130). Reliability testing may be conducted jointly on all question items for more than one variable; however, reliability can also be tested for each variable on different worksheets so that it can be determined which variable construct is not reliable. A variable construct is considered reliable if it has a Cronbach's Alpha value greater than 0.60. Based on analysis using IBM SPSS version 25, it is known that the variables in this study are declared reliable because they have Cronbach's Alpha values greater than 0.60. The following table shows the Cronbach's Alpha values for each variable in this study:

Reliability Test Results Table

Variabel	Cronbach's Alpha	N of Items
Effectiveness (x1)	0.801	15
Work Environment (x2)	0.879	15
Work Discipline (y)	0.902	15

Source: Data processed using SPSS version 25.

From the table above, all items of the variables Effectiveness of GreatDay Attendance Implementation, Work Environment, and Work Discipline have Cronbach's Alpha values greater than 0.6; therefore, the questionnaire items for these variables are reliable and can be used in this study.

t-Test

The partial test or t-test is conducted to determine the effect of each independent variable studied on the dependent variable partially or separately. Hypothesis acceptance decisions can be made by considering the significance value and comparing the calculated t-value with the t-table value for each independent variable (X). The following are the criteria for partial hypothesis testing:

1. The effect of the independent variable on the dependent variable is declared significant if the significance value is below 0.05 and positive.
2. The hypothesis is accepted if criterion 1 is fulfilled for each variable.

Based on the analysis conducted, the following results were obtained:

t-Test of the Effect of the Effectiveness of GreatDay Attendance Implementation on Employee Work Discipline

Model	Coefficients ^a			
	Unstandardized Coefficients	Standardized Coefficients	t	Si g.

		B	Std. Error	Beta		
1	(Constant)	33.695	7.196	-	4.683	.000
	TOTAL EFFECTIVENESS OF IMPLEMENTATION	.470	.127	.399	3.713	.000
a. Dependent Variable: TOTAL WORK DISCIPLINE						

The effect of the Effectiveness of GreatDay Attendance Implementation on Employee Work Discipline at XYZ School, Bekasi City: the Effectiveness of GreatDay Attendance Implementation has significance (0.000) < (0.05). This means the Effectiveness of GreatDay Attendance Implementation variable affects Employee Work Discipline; therefore, H1 (the first hypothesis) is accepted.

t-Test of the Effect of Work Environment on Employee Work Discipline

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	40,814	6,491		6,288	,000
	TOTAL WORK ENVIRONMENT	,333	,110	,333	3,018	,004
a. Dependent Variable: TOTAL WORK DISCIPLINE						

The effect of Work Environment on Employee Work Discipline at XYZ School, Bekasi City: Work Environment has significance (0.004) < (0.05). This means the Work Environment variable affects Employee Work Discipline; therefore, H2 (the second hypothesis) is accepted.

F-Test

The simultaneous test or F-test is used to determine the effect of independent variables on the dependent variable simultaneously or jointly. Hypothesis acceptance decisions can be made by considering the significance value of multiple regression in ANOVA Regression (Sig.) and comparing F-count with F-table. The hypothesis is proven if the significance value is below 0.05 and the obtained F-count is greater than F-table. Based on the analysis conducted, the following results were obtained:

F-Test of the Simultaneous Effect of the Effectiveness of GreatDay Attendance Implementation and Work Environment on Employee Work Discipline

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2263,606	2	1131,803	26,403	,000 ^b
	Residual	3086,394	72	42,867		
	Total	5350,000	74			
a. Dependent Variable: TOTAL WORK DISCIPLINE						
b. Predictors: (Constant), TOTAL WORK ENVIRONMENT, TOTAL EFFECTIVENESS						

Determining the F-table value:

df (N1)

$$= k - 1$$

$$= 3 - 1$$

$$= 2$$

df (N2) = n - k

$$= 75 - 3$$

$$= 72, \text{ therefore F-table} = 3.12$$

Based on these results, the ANOVA Regression significance value is 0.000 < (0.05), and F-count (26.403) > F-table (3.12), which means that the third hypothesis stating that the variables

Effectiveness of GreatDay Attendance Implementation and Work Environment jointly or simultaneously affect the Employee Work Discipline variable at XYZ School, Bekasi City, is accepted.

CONCLUSION

Based on the research and data analysis conducted regarding the Effect of the Effectiveness of GreatDay Attendance Implementation and Work Environment on Employee Work Discipline at XYZ School, Bekasi City, several conclusions are drawn as follows:

1. The Effectiveness of GreatDay Attendance Implementation variable has a partial effect on Employee Work Discipline at XYZ School, Bekasi City. This is shown by the t-test results for the Effectiveness of GreatDay Attendance Implementation variable, where the significance value is $0.000 < 0.05$ and positive, meaning Hypothesis H1 is accepted. The magnitude of the effect can be seen from the R Square value of 0.159 or 15.9%, while the remainder is influenced by other variables outside this study.
2. The Work Environment variable has a partial effect on Employee Work Discipline at XYZ School, Bekasi City. This is shown by the t-test results for the Work Environment variable, where the significance value is $0.004 < 0.05$ and positive, meaning Hypothesis H2 is accepted. The magnitude of the effect is shown by the R Square value of 0.111 or 11.1%, while the remainder is influenced by other variables outside this study.
3. The variables Effectiveness of GreatDay Attendance Implementation and Work Environment simultaneously affect Employee Work Discipline at XYZ School, Bekasi City. This is indicated by the significance value of $0.000 < 0.05$, so Hypothesis H3 is accepted. The magnitude of the joint effect of the Effectiveness of GreatDay Attendance Implementation and Work Environment on Employee Work Discipline at XYZ School, Bekasi City, can be seen from the coefficient of determination (R^2) or R Square value of 0.423 or 42.3%. This shows that 42.3% of the variation in Employee Work Discipline (Y) can be explained by variation in the Effectiveness of GreatDay Attendance Implementation (X1) and Work Environment (X2), while the remaining 57.7% is influenced by other variables outside this study.

Recommendations

Based on the findings in this study, several recommendations are proposed:

For XYZ School, Bekasi City:

1. XYZ School, Bekasi City, should formulate policies capable of improving the Effectiveness of GreatDay Attendance Implementation and the Work Environment so that employee work discipline at XYZ School, Bekasi City, can also improve.
2. For future researchers:
Future researchers may conduct similar studies involving different employee groups at XYZ School, Bekasi City, or different institutions, allowing for new findings that can broaden the practical contribution of human resource management research.

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