

ABSTRACT

PT. Bank Tabungan Negara (Persero), Tbk or known well as Bank BTN, is a State-Owned Enterprise engaged in providing banking service. The bank is currently innovating on digitizing the human resource management to create capable and reliable human resources on bringing the bank to adapt and improving the business productivity. Implementing B-GATE online attendance is one of the digitization form. The application is aimed to supervise the employee work discipline. A phenomenon occurs at Bandung Branch Office of Bank BTN. The application of B-GATE online attendance is not optimal as well as the level of the employee work discipline. At the same time, a company needs the work discipline as the key of success to achieve its goals.

The research is aimed to determine B-GATE online attendance and the work discipline of Bandung branch office of Bank BTN along with the effect of B-GATE online attendance on the employee work discipline at Bandung Branch Office of Bank BTN.

The research uses quantitative method. Data collection technique uses questionnaires distributed to 136 employee at Bandung Branch Office of Bank BTN . The sampling technique was purposive sampling and the analysis techniques were descriptive analysis, classic assumption test and simple regression analysis.

The result showed that the B-GATE online attendance is in the effective category as well as the work discipline is in the high category. B-GATE online attendance has a significant effect on the work discipline of Bandung Branch Office of Bank BTN as much 49,4% while the remaining, 50,6% is influenced by other variables that not examined in this study.

Companies should expected to review, improve, evaluate the performance of B-GATE online attendance, aims to obtain accurate employee attendance data, increase employee attendance discipline and be well monitored.

Keywords: Digital Innovation; B-GATE Online Attendance; Work Discipline.