

ABSTRACT

In the current industrial 4.0 era, The application of a digital presence system has become a necessity by many companies and educational institutions. This is also supported by the large number of application providers that support the presence of industry players, namely with applications that already support attendance monitoring systems, work schedules, presence location and many other supporting programs. This attendance application is also very helpful when many companies apply WFH (Work From Home) or WFA (Work From Any Where) work patterns to their employees, so they need a kind of attendance system that is reliable and supports the discipline and work patterns applied by the company.

With the implementation of a digital presence system that uses the iPerform application, there is data for each individual employee, especially in terms of work time discipline and mood at work every day. Due to this, researchers are interested in conducting an analysis of the Effect of Discipline Level, Mood, on Employee Performance of PT Angkasa Pura II (Persero).

The purpose of this study is to provide an overview of whether there is an influence of the level of Discipline, Mood on the Performance of Employees of PT Angkasa Pura II (Persero). So that the results of this study could give an input or suggestions to the management of PT Angkasa Pura II (Persero) in terms of measuring what instrument that would affects the performance of its employees.

The researcher uses secondary data with the purposive sampling method, which includes all employees domiciled at the head office of PT Angkasa Pura II (Persero) consist of 896 (eight hundred and ninety six) employees. Based on this data, data cleansing was carried out to ensure that the data had complete data components (presence, mood, and employee performance assessment) and resulted in complete data of 518 (five hundred and eighteen) employees. This research uses quantitative research with data processing using the RStudio program.

In this study, the Balanced data set was carried out to test or ensure if there were doubts about the research results which were the limitations of the research, then continued with the Multiple Regression Analysis model to obtain results in accordance with the variables and attributes described in Variable Operational with the aim of validating the influence of Discipline and Mood factors on Employee Performance.

In this study, it was found that the appropriate data to be used were normal data with results showing that: 1) Discipline variables partially had a significant effect on employee performance; 2) Mood variable partially has a significant effect on Employee Performance; and 3) Discipline Variables and Mood Variables simultaneously have a significant influence on Employee Performance.

Key Word : *Dicipline Level, Mood, Employee Performance*