

## **RINGKASAN**

Alvan Mubaroq, 2025, INTERPRETASI PERSEPSI PEGAWAI TERHADAP  
EFEKTIVITAS PROGRAM E-STAMINA DALAM EFISIENSI PRESENSI  
ASN

(Studi Pada DKUPP Bidang Perdagangan Pasar Bantaran Kecamatan Bantaran  
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Transformasi digital dalam administrasi kepegawaian telah menjadi kebutuhan mendasar bagi instansi pemerintah dalam upaya meningkatkan efisiensi dan efektivitas manajemen Aparatur Sipil Negara (ASN). Program E-STAMINA (Electronic System Time Attendance Management Information and Administration) yang diimplementasikan di DKUPP Bidang Perdagangan pasar bantaran Kecamatan Bantaran Kabupaten Probolinggo merupakan salah satu inisiatif strategis dalam modernisasi sistem presensi ASN. Penelitian ini bertujuan untuk menganalisis dan menginterpretasikan persepsi pegawai terhadap efektivitas program E-STAMINA dalam meningkatkan efisiensi sistem presensi ASN.

Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Pengumpulan data dilakukan melalui wawancara mendalam dengan 25 informan yang terdiri dari pimpinan instansi, admin sistem, dan pegawai pengguna E-STAMINA, observasi partisipatif terhadap implementasi sistem, serta studi dokumentasi terhadap laporan dan data terkait. Analisis data menggunakan teknik analisis tematik dengan pendekatan interpretative phenomenological analysis untuk mengungkap makna dari pengalaman pengguna dalam mengadopsi sistem presensi digital.

Hasil penelitian menunjukkan bahwa pegawai memiliki persepsi positif terhadap efektivitas program E-STAMINA, yang tercermin dalam empat tema utama: (1) Peningkatan efisiensi administratif, dengan reduksi waktu pemrosesan data hingga 85% dan eliminasi kesalahan pencatatan manual; (2) Penguatan

akuntabilitas, melalui sistem verifikasi ganda dan monitoring real-time yang meminimalisir manipulasi data; (3) Adaptabilitas sistem, yang memungkinkan fleksibilitas dalam mode kerja hybrid dan tugas lapangan; serta (4) Peningkatan produktivitas, dengan optimalisasi waktu kerja dan perbaikan kedisiplinan pegawai. Tantangan utama yang teridentifikasi meliputi kebutuhan peningkatan infrastruktur jaringan, penyesuaian kompetensi digital pegawai, serta harmonisasi regulasi kepegawaian.

Penelitian ini menghasilkan rekomendasi strategis untuk optimalisasi implementasi E-STAMINA, meliputi: penguatan infrastruktur teknologi, pengembangan kapasitas SDM secara berkelanjutan, penyempurnaan fitur sistem berdasarkan umpan balik pengguna, serta penguatan mekanisme monitoring dan evaluasi. Temuan penelitian berkontribusi pada pengembangan body of knowledge dalam implementasi sistem informasi kepegawaian di sektor publik dan menyediakan referensi empiris bagi instansi pemerintah lain dalam mengadopsi sistem presensi digital.

Kata Kunci: *E-STAMINA, Persepsi Pegawai, Efektivitas Program, Presensi Digital, ASN, Transformasi Digital*

## SUMMARY

Alvan Mubaroq, 2025, INTERPRETATION OF EMPLOYEE PERCEPTION  
TOWARDS THE EFFECTIVENESS OF THE E-STAMINA PROGRAM IN  
ASN ATTENDANCE EFFICIENCY

(Study at the DKUPP for Trade in Bantaran Market, Bantaran District,  
Probolinggo Regency), Dr. Hj. Eko Yudianto Yunus, S.Sos., M.AP.

Digital transformation in personnel administration has become a basic need for government agencies in an effort to improve the efficiency and effectiveness of State Civil Apparatus (ASN) management. The E-STAMINA (Electronic System Time Attendance Management Information and Administration) program implemented at the DKUPP for Trade in Bantaran Market, Bantaran District, Probolinggo Regency is one of the strategic initiatives in modernizing the ASN attendance system. This study aims to analyze and interpret employee perceptions of the effectiveness of the E-STAMINA program in improving the efficiency of the ASN attendance system.

This study uses a qualitative approach with a case study method. Data collection was conducted through in-depth interviews with 25 informants consisting of agency leaders, system admins, and E-STAMINA user employees, participatory observation of system implementation, and documentation studies of related reports and data. Data analysis used thematic analysis techniques with an interpretative phenomenological analysis approach to reveal the meaning of user experiences in adopting a digital attendance system.

The results of the study showed that employees had a positive perception of the effectiveness of the E-STAMINA program, which was reflected in four main themes: (1) Increasing administrative efficiency, with a reduction in data processing time of up to 85% and elimination of manual recording errors; (2) Strengthening accountability, through a dual verification system and real-time monitoring that minimizes data manipulation; (3) System adaptability, which allows flexibility in hybrid work modes and field tasks; and (4) Increasing

productivity, with optimization of working hours and improvement of employee discipline. The main challenges identified include the need to improve network infrastructure, adjust employee digital competencies, and harmonize employee regulations.

This study produces strategic recommendations for optimizing the implementation of E-STAMINA, including: strengthening technological infrastructure, developing sustainable human resource capacity, improving system features based on user feedback, and strengthening monitoring and evaluation mechanisms. The research findings contribute to the development of a body of knowledge in the implementation of personnel information systems in the public sector and provide empirical references for other government agencies in adopting digital attendance systems.

*Keywords: E-STAMINA, Employee Perception, Program Effectiveness, Digital Presence, ASN, Digital Transformation*