

ABSTRACT

Human resources must be properly managed to improve the effectiveness and efficiency of the organization. In addition, the performance of employees is also important in the development of a company. To improve the performance of the employee one of the things that can be done to keep an eye on employee discipline by using RFID technology that can control the employee's absence that can not be manipulated.

This study aims to determine the effectiveness of the application of RFID attendance to discipline employees work field directorates TPA Bandung Telkom University with the effective implementation of RFID as a variable independent attendance and discipline as the dependent variable. In this case the researchers used quantitative methods and questionnaires as data retrieval tool that is distributed to 175 respondents.

Sampling technique used in this study is simple random sampling. This study is also a descriptive and causal research. Analysis of the data used is descriptive analysis, simple linear analysis, partial hypothesis test (Test-T), and the coefficient of determination.

Based on the results of questionnaires that have been distributed to researchers, the effectiveness of the application of RFID attendance included the high category with a percentage of 81,08% and discipline of employees included in the category of a high percentage of 80,83%. So that the research results show that the effectiveness of the application of RFID attendance partially positive and significant impact on employee discipline with determination coefficient of 0.233.

It shows that the magnitude of the effective implementation of RFID attendance to the discipline of employees was 23.3%, while 76.7% were influenced by other factors not examined in this study. Therefore, the application of RFID attendance is effectively used in improving the discipline of employees at the University of Telkom Bandung.

Keywords: *Effectiveness, RFID Attendance, Discipline Employees*