The Influence of online Presence Information Systems and Leadership Against Teacher Performance Mediated by Discipline in Teachers in Lumajang Regency, Indonesia

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ABSTRACT

Teacher performance is related to teacher behavior in carrying out assignments, there are often situations that lead to indications of low performance which will have an impact on low school achievement, among others, there are still teachers who lack preparation, teacher presence in carrying out tasks still needs to be improved, teachers are often confronted In the matter of making activity programs, and in carrying out tasks, there are still teachers who do not understand how to program the activities to be implemented, so that many activities are not carried out within a predetermined time. The purpose of this study is to prove and analyze the effect of online presence information systems on discipline, prove and analyze the influence of leadership on discipline, prove and analyze the effect of online presence information systems on teacher performance, prove and analyze the influence of leadership on teacher performance, prove and analyze the influence of discipline. on teacher performance, proving and analyzing the effect of online presence information systems on teacher performance through discipline, as well as proving and analyzing the influence of leadership on teacher performance through discipline. This research uses the explanatory research method. The sample used was 243 respondents. The data analysis technique used path analysis. The results showed that the online presence information system had a significant effect on discipline. Leadership has a significant effect on discipline. The online presence information system has a significant effect on teacher performance. Leadership has a significant effect on teacher performance. Discipline has a significant effect on teacher performance. Discipline to mediate the influence of online presence information systems on teacher performance. Discipline is able to mediate the influence of leadership on teacher performance.

Keywords: *Online Attendance Information System, Leadership, Discipline, Teacher Performance.*

1. INTRODUCTION

Teachers are educators with the main task of educating and supervising students in primary and secondary education. To be able to improve teacher performance, especially teacher discipline, various efforts have been made by the government to achieve educational goals, namely to educate the nation's children, one of which is by utilizing science and information technology in the current era of globalization which provides a more effective and efficient information system. The use of technology for educational institutions as a reference for performance effectiveness is the provision of computerized information systems in work activities.

Teacher performance is related to teacher behavior in carrying out assignments, conditions are often found that lead to indications of low performance which will have an impact on low school performance, among others, there are still teachers who lack preparation, teacher attendance in carrying out tasks still needs to be improved, teachers are often confronted In the matter of making activity programs, and in carrying out tasks, there are still teachers who do not understand how to program the activities to be implemented, so that many activities are not carried out within a predetermined period of time.

Technological developments in the era of globalization are increasingly sophisticated, making it easier for all groups to access information. Many sophisticated tools are used in educational institutions, one of these sophisticated tools is the application of online presence that helps teachers in terms of presence. The teachers just need to put their programmed fingers on the fingerprint machine, the machine can record the punctuality of attendance and the accuracy of the teacher's return time at school. The activity of recording teacher attendance at school plays a role in school work, the effect is of course directly related to the work discipline of teachers in Lumajang Regency. Research results Rohimah (2013), Mahendra and Brahmasari (2014), Hartati et al. (2016), Saputra et al. (2016), Luwarno et al. (2017) found that work discipline has an effect on performance.

The implementation of the present Online information system (fingerprint) is intended to increase discipline for teacher attendance at school, besides that the main goal is to facilitate system control and automation. Before the application of fingerprint presence, it was very difficult to control the attendance of teachers, especially going to school and coming home from school, as well as in enforcing teacher discipline that was not maximal, because there was often a very large presence of presence between teachers, there were even teachers who initialed their attendance, so there were often teachers. who are not yet in school. With this fingerprint, attendance, which is recapitulated once a month, will be able to easily detect violations of working hours and delays that have been committed by teachers, because online attendance is difficult to manipulate data. Saputra (2016), Sogen (2019) found that the effectiveness of fingerprint attendance has an effect on discipline. However, the results of Elianur's (2018) study found that fingerprint attendance had no effect on teacher performance. Kristin et al. (2016) found that the application of fingerprint presence has an effect on teacher performance.

In addition to online presence and work discipline, teacher performance is also influenced by leadership. Leadership is an important factor in providing direction to teachers, especially when everything is open and transparent, so the leadership needed is leadership that can improve performance (Yamin and Maisah, 2010: 74). Leadership that can improve teacher performance is a leader who can foster self-confidence in teachers in carrying out their respective duties. The leader is a motivator in an organization, the success or failure of an organization is largely determined by the quality and discipline of work or the personal efforts of the leader. According to Newman (2006), leadership is an activity to influence the behavior of others or the art of influencing human behavior, both individually and in groups. Research by Luwarno et al. (2017) proved that leadership has an effect on performance. However, the results of research by Mahendra and Brahmasari (2014) found that leadership has no effect on performance.

2. LITERATURE REVIEW

2.1. Online Attendance Information System

According to Bastian (2007), employee attendance is an activity of documenting employee attendance at the company, every working day employees are required to attend and come home, within a period of time. Siagian (2005: 21) defines the Fingerprint Presence System is the relationship between output and goals or objectives that must be achieved from routine or routine activities carried out by employees to prove that they are present or not present at work in an agency.

*Fingerprint*as a form of presence for employees. Attendance is an activity or routine carried out by employees to prove that they are or are not present at work in a company. This presence is related to the application of the discipline determined by each company or institution. According to Heriawanto (2004), the implementation of filling in attendance or attendance lists manually (only in the form of an attendance list) will become an obstacle for organizations to monitor employee discipline in terms of timeliness of employee arrival times and hours of return every day. It is feared that this will reduce employee commitment to work and organization.

Widhyarini (2010) states that fingerprint technology is a tool to make it easier for employees to have attendance and also avoid manipulating attendance data which is very easy to do if attendance is still done manually. Until now and for the future, fingerprint is one of the most secure ways because fingerprint cannot be manipulated.

2.2. Leadership

According to Kusnadi, et al. (2002: 353): "Leadership is an action or effort to motivate or influence other people to want to work or act towards achieving predetermined organizational goals". Furthermore, Hasibuan (2007: 170) states "Leadership is the way a leader influences the behavior of subordinates, so that they are willing to work together and work productively to achieve organizational goals". Ivancevich, et al. (2007: 194): "Leadership is the process of influencing others to support the achievement of organizational goals".

Djanaid (2004: 7) states that leadership is the art of influencing, moving an action on a person or group of people to achieve certain goals in certain situations. This definition views the process of influence, namely the involvement of other people or groups of people in achieving goals, the existence of certain factors in the leader so that others are willing to be influenced, and the existence of joint efforts and giving up various resources. Slamet (2002: 29) states that leadership is an ability, process, or function in general to influence people to do something in order to achieve certain goals. Leadership is important in life together and leadership is only attached to people and leadership must reach the people they dream of. This means that it must be recognized reciprocally, for example the target being led must recognize that the person is the leader. The relationship between leaders and members needs to be considered in anticipation of member satisfaction and must be combined with group goals, members 'motivation is maintained high, members' maturity in decision making and there is a strong determination to achieve goals. Leadership is the central point and determinant of the activities to be carried out in the organization. maturity of members in decision making and a strong determination to achieve goals. Leadership is the central point and determinant of the activities to be

carried out in the organization. maturity of members in decision making and a strong determination to achieve goals. Leadership is the central point and determinant of the activities to be carried out in the organization.

2.3. Discipline

Hasibuan (2014: 193) Defining Discipline is the most important operational function of human resource management because the better the employee's discipline, the higher the achievement he / she will achieve. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results.Furthermore, Simamora (2006: 746) discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team in an organization. Handoko (2010: 208) suggests that discipline is a management activity to carry out organizational standards.

According to Siagian (2009: 305) discipline is a form of training that seeks to improve and shape employee knowledge, attitudes and behavior, so that employees voluntarily try to cooperate with other employees and improve their work. The success of employees in carrying out their obligations really depends on their willingness to make sacrifices and to work hard by keeping away from personal or group interests, in order to achieve optimal results.

2.4. Teacher Performance

Teacher performance has certain specifications. Teacher performance can be seen and measured based on the specifications or competency criteria that each teacher must have. With regard to teacher performance, the form of behavior in question is the teacher's activities in the learning process. Saondi and Suherman (2010: 21) state that teacher performance is the ability shown by the teacher in carrying out a task or job. Supardi (2013: 23) suggests that teacher performance is the ability of a teacher to carry out learning tasks at school and is responsible for students under his guidance by increasing student learning achievement.

Barnawi and Arifin (2014: 13), suggest that teacher performance is the level of success of teachers in carrying out tasks according to their responsibilities and authorities based on performance standards that have been set for a certain period in order to achieve organizational goals. Every person who works has performance standards that can motivate people to carry out their work, this is so that teachers can exceed the set standards. The meaning of performance standards here are performance standards for teachers that have been set in order to achieve school goals.

2.5. Hypothesis

The hypotheses in this study are as follows:

H1 : Presence information system *online* positive effect on employee discipline.
H2 : Leadership matters positive on employee discipline.
H3 : Presence information system *online* positive effect on teacher performance.
H4 : Leadership matters positive on teacher performance.
H5 : Discipline matters positive on teacher performance.
H6 : Presence information system *online* positive effect on teacher performance through discipline.
H7 : Leadership matters positive on teacher performance through discipline.

3. RESEARCH METHODS

3.1. Research design

The object and purpose of a study will determine the research design used. Based on the objects and research objectives that have been set, this study uses explanatory research methods, because it explains the influence that occurs between the research variables and then tests the previously formulated hypotheses. Singarimbun and Effendi (1995: 5) state that if for the same data, the researcher explains the causal relationship between variables through hypothesis testing, then the research is no longer called descriptive research but rather hypothesis testing or explanatory research. In this type of research, The formulated hypothesis will be tested to determine the relationship and influence between the variables to be studied. The variables to be examined in this study are the online presence information system variables, leadership and discipline towards teacher performance variables.

3.2. Population and Sample

According to Sugiyono (2009: 115) population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then draw conclusions. The population in this study were all high school teachers in Lumajang Regencywhich amounted to 619 teachers. According to Sugiyono (2005: 217) The sample is part of the number and characteristics of the population. Based on this population, the purposive sampling technique refers to the Slovin approach, so that a sample of 243 respondents was obtained.

3.3. Operational Definition and Variable Measurement

The operational definition of the research variables is explained as follows:

1. Online attendance information system (exogenous variable = X1)

Online attendance information system is information that provides teacher attendance quickly, precisely and accurately. Indicators of online presence information systems refer to Tangkilisan (2005: 141), namely: target achievement, adaptability, job satisfaction and responsibility.

2. Leadership (Exogenous Variable = X2)

Leadership is a person's way of influencing others to achieve goals. Leadership indicators refer to Suwatno and Priansa (2011: 158), namely: idealized influence, inspirational motivation, intellectual simulation and individualized consideration.

3. Discipline (Intervening variable = Z)

Discipline is a condition that is created and formed through a process of a series of behaviors that show the values of obedience, obedience, loyalty and order. Indicators of discipline refer toSutrisno (2011: 94), namely: obeying the rules of time, obeying agency regulations, obeying the rules of conduct at work, obeying other regulations in the agency.

4. Teacher Performance (Endogenous Variable = Y)

Performance is the work achieved by the teacher in accordance with standard assignments within a certain period. The indicator used refers to Supardi (2013: 23),are: the ability to plan learning plans, the ability to carry out learning, the ability to carry out the relationship between individuals and the ability to carry out assessment of learning outcomes and the ability to carry out enrichment programs.

3.4. Data analysis method

In this study using descriptive analysis and path analysis.

3.4.1. Descriptive statistics

Descriptive statistical analysis is intended to determine the frequency distribution of answers from the questionnaire results. By collecting data from the results of the respondent's answers, then tabulated in a table and a descriptive discussion is carried out. The descriptive measure is the giving of numbers, both in terms of the number of respondents and the average value of the respondents' answers and the percentage. This descriptive analysis aims to change the raw data set to be easily understood in the form of clearer information (Istijanto, 2009: 15).

3.4.2. Path Analysis

Path analysis is a technique for analyzing the causal relationship that occurs in multiple regression if the independent variable affects the dependent variable not only directly but also indirectly "(Sarwono, 2006). Meanwhile, another definition says: "Path analysis is a direct development of multiple regression forms with the aim of providing an estimate of the level of importance (magnitude) and significance (significance) of a hypothetical causal relationship in a variable set" (Sarwono, 2006). As for analyzing the data in this study, using SPSS (Statistical Program for Social Science) 20 For Windows as the software.

The equation model from research can be formulated as follows:

$$Z = \rho_{Z1}X_1 + \rho_{Z2}X_2 + \rho_z\varepsilon_1$$
$$Y = \rho_{y1}X_1 + \rho_{y2}X_2 + \rho_{y3}Z_1 + \rho_y\varepsilon_2$$

Information:

X1	= Attendance information system online
X2	= Leadership
Z	= Discipline
Y	= teacher performance
ρ	= Coefficient path
ε	= Error

4. RESEARCH RESULTS AND DISCUSSION

4.1. Results of Data Analysis

4.1.1 Online Attendance Information System Path Coefficient and Leadership on Discipline

Estimation of the path coefficient that shows the effect of online presence information systems and leadership on discipline was carried out using regression analysis. The path coefficient is obtained from the standardized regression coefficient (beta). For more details, a description of the results of the regression analysis obtained is presented in Table 1.

Table 1
Path Coefficient Test Results of Online Attendance Information Systems and Leadership on Discipline

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	0.155	0.180		0.859	0.391
Attendance information system online	0.458	0.046	0.449	9.937	0.000
Leadership	0.498	0.047	0.478	10.597	0.000

Source : Primary data processed, Year 2021.

From Table 1, the following equation can be obtained:
$Z = 0.449X_1 + 0.478X_2$

Based on this equation, it can be explained that the online presence information system has a significant effect on discipline, as evidenced by the significance value of t of 0.000 smaller than $\alpha = 0.05$, with a path coefficient of 0.449. Leadership has a significant effect on discipline, as evidenced by the significance value of t of 0.000 smaller than $\alpha = 0.05$, with a path coefficient of 0.478.

4.1.2 Online Attendance Information System Path Coefficient, Leadership and Discipline on Teacher Performance

Estimation of the path coefficient that shows the effect of the online attendance information system, leadership and discipline on teacher performance was carried out using regression analysis. The path coefficient is obtained from the standardized regression coefficient (beta). For more details, a description of the results of the regression analysis obtained is presented in Table 2.

Table 2
Results of the Path Coefficient Test of the Online Attendance Information System, Leadership
and Discipline on Teacher Performance

| Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	0.709	0.205		3.454	0.001
Attendance information system online	0.357	0.062	0.371	5.726	0.000
Leadership	0.244	0.065	0.249	3.771	0.000
Discipline	0.199	0.073	0.211	2.715	0.007

Source : Primary data processed, Year 2021.

From Table 2, the following equation can be obtained:
$Y = 0.371X_1 + 0.249X_2 + 0.211Z$

Based on this equation, it can be explained that the online presence information system has a significant effect on teacher performance, as evidenced by the significance value of t of 0.000 which is smaller than $\alpha = 0.05$, with a path coefficient of 0.371. Leadership has a significant effect on teacher performance, as evidenced by the significance value t of 0.000 is smaller than $\alpha = 0.05$, with a path coefficient of 0.249. Discipline has a significant effect on teacher performance, as evidenced by the t significance value of 0.007 which is smaller than $\alpha = 0.05$, with a path coefficient of 0.211.
Based on the five paths, the overall results of the path analysis can be presented in Figure 1.

Picture 1 Path Analysis Results
Hasil Analisis Jalur
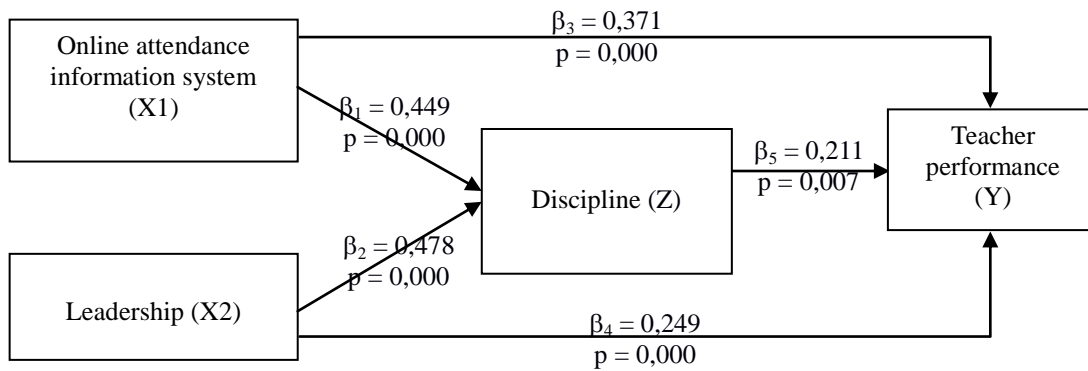
Source : Primary data processed, Year 2021.

4.1.3 Direct Influence, Indirect Influence of the Attendance Information System *Online* and Leadership in Teacher Performance through Discipline

Based on the results of the analysis of sub-structure 1, and sub-structure 2, an indirect effect can be arranged, the results of the analysis are presented in Table 3.

Table 3
Direct Effect, Indirect Effect and Total Effect

Variable	Direct Effect	Indirect Effect	Total Effect
Online attendance information system ➔ Discipline	0.449	-	0.449
Leadership ➔ Discipline	0.478	-	0.478
Discipline ➔ Teacher performance	0.211	-	0.211
Online attendance information system ➔ Discipline ➔ Teacher performance	0.371	0.449 X 0.211 = 0.095	0.466
Leadership➔ Discipline ➔ Teacher performance	0.249	0.478 X 0.211 = 0.101	0.350

Source : Primary data processed, Year 2021, (Figure 1).

Based on Table 3, it appears that the total effect of the online presence information system variables on teacher performance (0.466) is greater than the direct effect (0.371). Likewise for the leadership variable on teacher performance, where the total effect is greater (0.350) than the direct effect (0.249). These results indicate that the status of discipline as an intervening variable in the influence of online presence information systems and leadership on teacher performance, because the total value is greater than the direct effect.

4.2. Hypothesis Test Results

Hypothesis testing is to determine whether the results of sample data processing can be applied to the population. Path analysis is used to estimate the causal relationship between a number of variables in a series of causal relationship paths. The basis for answering the problem regarding the influence of the variables is used the calculation results with regression analysis and at the same time for hypothesis testing. The path coefficient is seen from the beta coefficient (standardized coefficient). Decision making for hypothesis testing uses a significance value (p-value) with the criteria if the p-value > 0.05, then H0 is accepted or Ha is rejected, meaning that the path coefficient obtained is not significant, and if the p-value is <0.05 then H0 is rejected or Ha is accepted, meaning that the path coefficient obtained is significant.

4.2.1. First Hypothesis Results

The hypothesis is related to the results of the influence test. Online presence information systems affect discipline. The path coefficient on the relationship of online presence information systems to discipline is 0.449 which is significant (p-value = 0.000), so it can be said that there is a significant influence between the online presence information system on discipline, thus the first hypothesis is accepted. A good online presence information system will have an effect on increasing discipline.

4.2.2. Results of the Second Hypothesis

The hypothesis is related to the results of the leadership influence test that affects discipline. The path coefficient on the leadership relationship to discipline of 0.478 is significant (p-value = 0.000), so it can be said that there is a significant influence between leadership on discipline, thus the second hypothesis is accepted. Good leadership tends to increase discipline.

4.2.3. Results of the Third Hypothesis

The hypothesis is related to the results of the influence test. Online presence information systems affect teacher performance. The path coefficient on the relationship of online presence information systems to teacher performance is 0.371 which is significant (p-value = 0.000), so it can be said that there is a significant influence between the online presence information system on teacher performance, thus the third hypothesis is statistically accepted. A good online presence information system has a tendency to increase teacher performance.

4.2.4. Results of the Fourth Hypothesis

The hypothesis is related to the results of the leadership influence test that affects teacher performance. The path coefficient on the relationship between leadership and teacher performance of 0.249 is significant (p-value = 0.000), so it can be said that there is a significant influence between leadership on teacher performance, thus the fourth hypothesis is statistically accepted. Good leadership can improve teacher performance.

4.2.5. Results of the Fifth Hypothesis

The hypothesis is related to the results of the test on the effect of discipline affecting teacher performance. The path coefficient on the relationship between discipline and teacher performance of 0.211 is significant (p-value = 0.007), so it can be said that there is a significant influence between discipline on teacher performance, thus the fifth hypothesis is statistically accepted. High discipline will have an effect on improving teacher performance.

4.2.6. Results of the Sixth Hypothesis

The hypothesis is related to the results of the test on the effect of online presence information systems that affect teacher performance through discipline. The results of the direct effect analysis (0.371) are greater than the indirect effect (0.095). These results indicate that the status of discipline as an intervening variable in the effect of online presence information systems on teacher performance, because the value of the direct effect is greater than the indirect effect. Thus the sixth hypothesis is statistically tested.

4.2.7. Seventh Hypothesis

The hypothesis is related to the results of the leadership influence test that affects teacher performance through discipline. The results of the analysis of the direct effect (0.249) are greater than the indirect effect (0.101). These results indicate that the status of discipline as an intervening variable in the influence of leadership on teacher performance, because the value of the direct effect is greater than the indirect effect. Thus the seventh hypothesis is statistically tested.

4.3. Discussion

4.3.1. The Influence of Online Presence Information Systems on Discipline

The online presence information system affects discipline, this shows that teachers who have a good online presence information system can improve discipline. The indicator of the online presence information system that contributes to increasing discipline is the responsibility reflected in the database that is constantly updated so that accurate data is created. In addition, online presence is considered practical and easy because it only has a smartphone that allows teachers to be absent without having to queue. Online attendance information systems have high data accuracy in terms of recording teacher attendance so that teachers are more disciplined. The application of online presence will find out who is late because of the machine that records and calculates. The online attendance information system regulates the working hours according to the prevailing rules until the end of work time. If there is a teacher who is late, the online presence will record the length of the teacher's delay when he comes to work. The existence of online presence is expected to be able to improve teacher discipline in the student learning process. Online attendance data is automatically stored in the database, making it easier for attendance managers to create attendance data reports from online attendance machines. In addition, online presence can prevent teachers from being absent, so that presence can improve teacher discipline. As opinion Widhyarini (2010) states that fingerprint technology is a tool to make it easier for employees to have presence and also avoid manipulating attendance data which is very easy to do if attendance is still done manually. Until now and for the future, fingerprint is one of the most secure ways because fingerprint cannot be manipulated. With online presence, accurate data information can be obtained and can prevent the emergence of human errors that can harm many parties, especially in the process of manually inputting attendance hours into the database. The results of this study support

Saputra (2016) who states that fingerprint attendance has an effect on discipline. Until now and for the future, fingerprint is one of the most secure ways because fingerprint cannot be manipulated. With online presence, accurate data information can be obtained and can prevent the emergence of human errors that can harm many parties, especially in the process of manually inputting attendance hours into the database. The results of this study support Saputra (2016) who states that fingerprint attendance has an effect on discipline. Until now and for the future, fingerprint is one of the most secure ways because fingerprint cannot be manipulated. With online presence, accurate data information can be obtained and can prevent the emergence of human errors that can harm many parties, especially in the process of manually inputting attendance hours into the database. The results of this study support Saputra (2016) who states that fingerprint attendance has an effect on discipline.

4.3.2. The Effect of Leadership on Discipline

Leadership has an effect on discipline, which means that the better the implementation of leadership in schools can improve discipline. The indicator of leadership which gives the biggest contribution in improving work discipline is idealized influence, which is reflected in the teacher's respect for the leadership. Leadership that is implemented well will form solidity and teamwork well too, so that obstacles and obstacles to achieving goals can be overcome properly by the team. Leadership is a determining factor for the success or failure of achieving goals. The quality of the leader affects the quality of work in a work unit and discipline, because the presence of a leader in school serves to mobilize teachers in the school. Leadership is the power to influence someone, whether in doing something or not doing something, subordinates are led from not by telling or pushing from behind. As Kusnadi, et al. (2002: 353) which states that "Leadership is an action or effort to motivate or influence other people to want to work or act towards achieving predetermined organizational goals." Leaders must be able to integrate the needs of their subordinates with the needs of the organization and the needs of society as a whole, through the task of the leader that encourages subordinates to have the ability and opportunity to develop in anticipating every challenge and opportunity at work, so that the leader's ability to mobilize and empower teachers will affect teacher discipline. Leadership is individual behavior which in each activity will have consequences such as influence, motivation, and patterns of decision making by teachers. Teachers will volunteer to do work in order to achieve goals to be achieved. A leader must have the ability to influence subordinates in carrying out his work to achieve organizational goals effectively and efficiently. The results of this study support Mahendra and Brahmasari (2014), Luwarno et al. (2017), Sogen (2019) which states that leadership has an effect on discipline. A leader must have the ability to influence subordinates in carrying out his work to achieve organizational goals effectively and efficiently. The results of this study support Mahendra and Brahmasari (2014), Luwarno et al. (2017), Sogen (2019) which states that leadership has an effect on discipline. A leader must have the ability to influence subordinates in carrying out his work to achieve organizational goals effectively and efficiently. The results of this study support Mahendra and Brahmasari (2014), Luwarno et al. (2017), Sogen (2019) which states that leadership has an effect on discipline.

4.3.3. The Influence of Online Presence Information Systems on Teacher Performance

Online presence information system affects teacher performance, meaning that a good online presence information system can improve teacher performance. With the online presence, the teacher will come on time and the use of an online presence information system will reduce errors that often occur due to human factors. The online presence information system will be integrated with other systems, then the use of data is recorded online so that the recorded data will be easier to use for other purposes. The application of online attendance aims to simplify the monitoring system for attendance and to avoid cheating that may occur in the use of manual attendance by utilizing signatures, so as to improve teacher performance. In order to improve teacher performance, then efforts to control and supervise work, especially in educational institutions, need to be carried out continuously and consistently. As opinion Siagian (2005: 21) states that the Fingerprint Presence System is the relationship between output and goals or objectives that must be achieved from routine or routine activities carried out by employees to prove that they are present or not present at work in an agency. One of the factors that can be used as a monitoring and control tool is to see the teacher attendance level which is periodically evaluated, namely the online attendance reporting system where the function of this tool is to record the presence of a teacher quickly, precisely, and accurately. The results of this study support Kristin et al. (2016) which states that online presence information systems have an effect on performance. However, the results of this study do not support Elianur (2018) who states that fingerprint attendance has no effect on teacher performance.

4.3.4. The Influence of Leadership on Teacher Performance

Leadership has a significant effect on teacher performance, which means that the better the application of leadership can improve teacher performance. Leadership in this case the principal plays a very important role in improving the quality of the institution he leads. The principal is required to understand what role he should play, as an educator, manager, administrator, supervisor, leader, innovator, and motivator. By knowing and carrying out this leadership role properly, the Principal will be able to lead the institution he leads properly. The principal must be able to collect, direct and give instructions to the teachers he dreams of wanting to do and carry out his work in order to achieve the goals that have been set together. A leader must also be able to motivate the teacher so that everyone in the organization can happily carry out the tasks assigned to them, so that it has an impact on improving teacher performance. Leadership in schools tends to manifest ideological goals related to the values, ideas

and aspirations embedded in teachers. Effective leadership will be realized if it is carried out in accordance with its function. The leadership function is directly related to the social situation in the life of each group or organization, which implies that each leader is inside and not outside the situation. The leader must try to be part of the social situation of the group or organization. As Djanaid (2004: 7) states that leadership is the art of influencing, moving an action on a person or group of people to achieve certain goals in certain situations. Leaders who make decisions by paying attention to the social situation of their organization group, will be felt as joint decisions which become joint responsibility in implementing them. Thus, there will be opportunities for leaders to realize leadership functions in line with the social situation they are developing. The role of the leader in building trust includes the internal scope related to efforts to mobilize and ensure all high-performing resources, and the external scope of the organization in an effort to observe the expectations of the community that have been set, the efforts that have been, are being and will be made, as well as those that have been produced. The results of this study support Luwarno et al. (2017), Khayumiyah et al. (2019) and Agustinah et al. (2020) which states that leadership has an effect on performance. However, this study does not support Mahendra and Brahmasari (2014) who state that leadership has no effect on performance.

4.3.5. The Effect of Discipline on Teacher Performance

Discipline affects teacher performance, this shows that teachers who have high discipline can improve teacher performance. Teacher discipline is a teacher's compliance with the rules related to the implementation of duties as educators in the teaching and learning process in schools so that it has an impact on improving teacher performance. Discipline Teachers in schools must take precedence, because discipline is the first step towards achieving education and teaching, it is impossible for education and teaching to run well if discipline in a school is not implemented, teaching can be said to be advanced if students can learn effectively, this can be achieved if teachers heed the high values of discipline. As the opinion of Hasibuan (2014: 193) which states that discipline is the most important operative function of human resource management because the better the employee discipline, the higher the achievement they will achieve. Without good teacher discipline, it is difficult for schools to achieve optimal results. Discipline is the teacher's effort to carry out work activities in school seriously. Work discipline in this case is in the form of time, for example, always coming to work on time. The existence of work discipline is very necessary in a school because in a disciplined atmosphere, the school will be able to carry out its work programs to achieve predetermined goals. Teachers who are disciplined and orderly obey all norms and regulations that apply in schools will be able to increase efficiency, effectiveness, and performance. Without work discipline, then the school will find it difficult to achieve the goals that have been set. This is proven by the fact that most of the teachers in Lumajang Regency fall into the category of discipline shown by coming to work on time. The results of this study support Rohimah (2013), Hartati et al. (2016), Saputra et al. (2016), Luwarno et al. (2017) stated that discipline has an effect on performance. However, the results of this study do not support Mahendra and Brahmasari (2014) who state that work discipline has no effect on performance. (2017) stated that discipline has an effect on performance. However, the results of this study do not support Mahendra and Brahmasari (2014) who state that work discipline has no effect on performance. (2017) stated that discipline has an effect on performance. However, the results of this study do not support Mahendra and Brahmasari (2014) who state that work discipline has no effect on performance.

4.3.6. The Influence of Online Presence Information Systems on Teacher Performance through Discipline

Discipline to mediate the effect of online presence information systems on teacher performance. A good teacher online presence information system can improve teacher performance, if the teacher has good discipline. The application of online presence is very effective in reducing cheating and is difficult to manipulate by teachers who arrive late and leave early or teachers who leave other teachers absent. Online presence is intended to increase efficiency as much as possible by preventing waste of time and energy. Discipline can also prevent slow start-ups or end work due to tardiness or laziness. If the teacher wants a high performance assessment, the teacher must be disciplined, especially in terms of time, such as not arriving late or not coming home early from school before work time runs out. The use of online presence in disciplining teacher work in practice has gone well. This is because there is an online presence that strictly regulates the time of arrival and return of a teacher, so that every teacher, without exception, is not allowed to correct attendance unless it can be proven by an assignment letter signed directly by the principal.

A teacher's discipline cannot be seen only from the online attendance information system which can only record teacher working hours based on the time when the teacher is absent in the morning and absent home in the afternoon. It takes regular and periodic supervision carried out by the principal as the leader as well as the presence of employees who specifically monitor the work discipline of teachers, and provide good examples of work discipline to be emulated by teachers, so as to improve teacher performance. Teachers who have good performance, one aspect of the assessment is discipline, teachers who have high discipline have good performance too.

4.3.7. The Influence of Leadership on Teacher Performance through Discipline

Discipline mediates the influence of leadership on teacher performance, which means that leadership can improve teacher performance, if the teacher is disciplined in the teaching and learning process. The principal as a leader in the school must be able to create a representative school environment by familiarizing himself with discipline. Discipline plays an important role for

teachers who aim to guide, foster and direct their schools to a higher and perfect level which has an impact on improving teacher performance. Teacher's assessment of work with his condition is closely related to teacher work discipline. This is because positive assessments can increase teacher discipline, while negative assessments can result in teacher work indiscipline. The leader's ability to create a conducive school can also result in teacher work discipline. Therefore, the leadership must be able to implement leadership in accordance with the teacher's needs so that the relationship between the leader and the desert becomes harmonious. The leadership acknowledges the existence of teachers, it can be seen from the opportunity for teachers to move up in positions and ranks. This recognition can also be seen when the leader reprimands and smiles at the teacher so that the teacher feels appreciated. The relationship between the leader and the teacher will be harmonious if the leader is able to adjust the leadership to the situation at hand. A leader is able to motivate and create social conditions that benefit each teacher so that teacher work discipline can be achieved which has implications for increasing teacher performance. The existence of appropriate leadership is expected to increase teacher discipline. Discipline is an important function of human resource management, because the higher the level of teacher discipline, the higher the work performance that can be achieved. Without high teacher discipline, it is difficult for schools to achieve optimal results. The results of this study support Luwarno et al. (2017) which states that work discipline mediates the influence of leadership on performance.

5. CONCLUSIONS AND SUGGESTIONS

5.1. Conclusion
Based on the results of the analysis and discussion, it can be concluded as follows:
1) The online presence information system has a significant effect on discipline, this shows that the application of a good online presence information system can increase discipline.
2) Leadership has a significant effect on discipline, which means that the better the implementation of leadership in schools can improve discipline.
3) The online presence information system has a significant effect on teacher performance, which means that the better the teacher's online presence information system can improve teacher performance.
4) Leadership has a significant effect on teacher performance. This shows that the better the leadership applied in schools can improve teacher performance.
5) Discipline has a significant effect on teacher performance. This shows that teachers who have high discipline can improve teacher performance.
6) Discipline to mediate the influence of online presence information systems on teacher performance. This shows that a good online presence information system supported by teachers has the discipline to improve teacher performance.
7) Discipline is able to mediate the influence of leadership on teacher performance, which means that leadership can improve teacher performance, if the teacher has high discipline.

5.2. Research Limitations
This study took samples at schools so that the results research this is difficult to generalize to other companies during the covid 19 pandemic which must comply with health protocols due to the different characteristics of infrastructure and facilities.

5.3. Suggestion

Based on the conclusions that have been described, the following suggestions can be given:
1) Theoretically
   This research enriches the conception of understanding of human resource management, so it is necessary to develop models and conceptions of teacher performance with a disciplinary approach.
2) Practically
   a. For schools, this research can improve discipline which has an impact on improving teacher performance.
   b. For the next researcher, it is necessary to develop more broadly with variables that are not only online presence information systems and leadership that can affect teacher performance, for example ability and compensation.
   c. For academics that doing this research can be seen online presence information system and leadership on performance through discipline.

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