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**The Impact of Application of Fingerprint Absention on Work Discipline in PT
Mustika Ratu Tbk Jakarta**

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Abstract

Discipline is very important to achieve company goals. This study aims to determine the effect of fingerprint attendance on employee performance at PT. Mustika Ratu, Tbk Jakarta. The method used is a quantitative analysis method. Data obtained by distributing questionnaires to employees by taking as many as 40 employees. The technique used is the correlation test, the coefficient of determination test, and the regression equation test. Based on the calculation of SPSS, the correlation coefficient results of 0.824 shows that the relationship is very strong between fingerprint attendance and work discipline. Fingerprint attendance affects 68.0% of work discipline, while the remaining 32.0% is affected by other factors not examined in this study. Based on the results of the SPSS obtained the following regression equation $Y = 6.910 + 0.821$ shows that without absenteeism the performance value of 6.910.

Keywords: Fingerprint Attendance, Work Discipline

1. Introduction

Attendance system is a form of disciplinary supervision that has long been applied by different company organizations, some use manual absence, such as absenteeism by inserting paper into the absent machine. However, the manual attendance system has several weaknesses including absenteeism easily entrusted and manipulated so as to cause violations of employee work discipline, with the development of technology that has had a positive impact on agencies to anticipate and minimize the occurrence of employee discipline violations. This is realized through the use of a biometric attendance system that identifies or recognizes a person based on physical characteristics or behaviors that are unique and only possessed by himself such as fingerprints, facial structures, iris and retina of the eye. With this biometric system it can be seen the level of employee discipline in work. All that can be seen from the time you leave for work until after work. Employees can be considered disciplined if employees perform according to the rules of working hours that have been

determined by the agency. Vice versa if the employee does not comply with agency regulations, then considered undisciplined.

Biometric attendance that is widely used in corporate organizations is fingerprint biometric attendance (fingerprint). Fingerprint is a form of biometrics, a science that uses physical characteristics to identify. Fingerprints are ideal for this purpose because they are relatively inexpensive / easy to reach, easy to collect and analyze and never change, even with the age of the person. In attendance systems with biometric fingerprint, the level of fraud that often occurs such as manipulation and observation of absences can be reduced. Lack of supervision in using the fingerprint presence system can affect the level of affectivity of the resulting report. Inaccurate information can be an indicator that the presence system with fingerprint biometrics has not been implemented properly.

2. Literature Review

Fingerprint Attendance

Attendance is a routine and activities undertaken by each employee to get proof of whether he is working or not at the company. Attendance to apply discipline in each company. Fingerprints are scratches that exist on the skin of human fingertips. For the nature of the fingerprint is different (unique) in humans. This means that no human is the same as another human fingerprint. Fingerprint tracker refers to the method of automatically verifying the compatibility between two people for their fingerprints. The technology used is biometric technology (fingerprint) that is right for the company.

"To simplify the work of the HRD section and anticipate the risk of fraud in absenteeism, companies use Fingerprint Attendance. By using a fingerprint attendance machine, the calculation of employee attendance is simplified" (Ekotama, 2010)

According to Edi (2009), states that the Software that supports for the purposes of attendance, which includes revenue entry, storage of incoming hours and hours of return, and processes the data into a report that can later be used for policy making by the leadership. Another opinion, Sari and Yulianto (2013) said that Fingerprint is: A tool used as an identity identifier, protecting a computer from data or using a computer by a person who is not responsible ". Apart from being a substitute for signing the strengths of the fingerprint technique, it can also find out the identity of the owner of the fingerprint.

According to Nantung et al. (2014) in the fingerprint attendance system is an attendance detection system that uses fingerprints. Here are some factors why choosing attendance using the fingerprint attendance machine (fingerprint) as the right choice with a variety of advantages, namely:

1. Comfort

Starting with a simple registration, employees do not have to bother carrying employee cards or paper or cards. Every employee will not forget to bring the attendance tool or the finger that has been registered.

2. Security

By using fingerprint attendance, the security level is very high because each user's fingerprint is different or unique. So, users can not entrust each other absenteeism as is done when we use attendance signatures or use cards.

3. Time Effectiveness

Look at the first change when your company uses fingerprint attendance. Employees or users will arrive on time differently from the day before using fingerprint attendance.

In this section the author will explain the dimensions of the Fingerprint Attendance (fingerprint) made at PT Elektrodata Systems Integration which includes:

- a. Practical Relating to the implementation of fingerprints that make attendance more practical and easier and faster.
- b. Accurate, Finger reading and verification process, fingerprint has high accuracy and fingerprint has high accuracy in recording data.
- c. High Security, the data collection of employee absences has been centralized so when recapitulating results can be done remotely and the security of the use of fingerprints from parties who are not entitled to be able to be controlled.

Work Discipline

At the company PT Mustika Ratu, Tbk Jakarta, all employees are expected to have high work discipline. There are also employees who are absent without giving a clear reason even though the company has provided a permit form that can be filled out by employees one day before. Because discipline can encourage productivity or discipline is an important means of achieving productivity. The process towards this direction is closely related to the development of human resources namely; transformation process human potential effective power to achieve certain goals. (Prihantoro, 2015).

According to (Dessler, 2005). Discipline is a procedure that corrects or punishes a subordinate for violating rules or procedures. "Siswanto (2002) explains" Discipline work is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and able to carry it out and not avoid receiving sanctions if he violates the duties and authority given to him (Aurelius, 2019). According Sedarmayanti (2010) states that "Discipline is a condition for making corrections or legal employees who violate the provisions or procedures established by the organization". Discipline is a form of control so that the implementation of employee work is always within the corridor of applicable laws and regulations. According to (Hasibuan, 2013): "Discipline is the sixth operative function of human resource management. Discipline is the most important operative function of human resource management because the better employee discipline is, the higher work performance can be achieved. Without good employee discipline, it is difficult for company organizations to achieve optimal results. " According to (Nawawi, 2015) states that "Discipline is an effort to prevent violations of the provisions that have been mutually agreed upon in carrying out activities so that coaching punishment on a person or group can be avoided.

"Meanwhile, according to Davis, work discipline can be interpreted as management to reinforce organizational guidelines". (Amiruddin, 2019).

According to (Mangkunegara, 2013) there are 2 forms of work discipline, namely preventive discipline and corrective discipline.

1. Preventive Discipline

Preventive discipline is an effort to move employees to follow and comply with work guidelines, rules that have been outlined by the company. The basic goal is to move employees to self-discipline. With preventive means, employees can maintain themselves against company regulations. Company leaders have the responsibility in building an organizational climate with preventive discipline. Similarly, employees must and must know, understand all the work guidelines and regulations that exist in the organization. Preventive discipline is a system that is related to the work requirements of all parts of the system in the organization. If the organizational system is good, it is hoped that it will be easier to uphold work discipline.

2. Corrective Discipline

Corrective Discipline is an effort to move employees in uniting a rule and directing it to keep abiding by the rules in accordance with the guidelines that apply to the company. In corrective discipline, employees who violate discipline need to be sanctioned in accordance with applicable regulations. The purpose of sanctions is to improve violators' employees, maintain applicable regulations and provide lessons to violators. Keith Davis believes that corrective discipline requires proper due process attention, which means that procedures must show that the employee is really involved. The purpose of the process that should have been intended is first, an innocent prejudice until proof of the employee's role in the violation. Second, the right to be heard in some cases is represented by other employees. Third, discipline is considered in relation to customer involvement.

Factors that influence in (Aurelius, 2019) work discipline, namely:

a. Purpose and ability

The goals to be achieved must be clear and ideally set and be challenging enough for the ability of employees. This means that the goals (jobs) that are charged to employees must be in accordance with the ability of the employee concerned, so that they work seriously and are disciplined in doing it. However, if the job is beyond his ability or far below his ability, then the sincerity and discipline of employees is low.

b. Exemplary leader

Leadership is very instrumental in determining employee discipline, because leaders are made role models and role models by their subordinates. Leaders do not expect the discipline of their subordinates to be good, if they themselves lack discipline. Leaders must realize that their behavior will be emulated and emulated by their subordinates.

c. Welfare or compensation / incentives

This contributes to the discipline of employees, because the incentives will provide employee satisfaction and love for the company or its work. This means that the greater the incentives, the better employee discipline. Conversely, if the incentives are small, employee discipline is low.

d. Justice

The factor of justice also encourages employee discipline, because ego and human nature always feel important, and ask to be treated the same as other human beings. Justice that is used as the basis of policy in providing compensation (recognition) or punishment will stimulate the creation of good employee discipline.

e. Supervision

Supervision is a real and most effective action in realizing the discipline of company employees. The existence of inherent supervision means that the supervisor must be active and directly supervise the behavior, morals, attitudes, work enthusiasm and work performance of his subordinates. This means that superiors must always be at work, in order to be able to supervise and provide instructions, if there are subordinates who have difficulty in completing their work. Supervision effectively stimulates employee discipline and work morale.

f. Sanctions or punishment

Penal sanctions play an important role in maintaining employee discipline. Penalties must be determined based on logical, reasonable and clearly informed information to all employees.

g. Firmness

The leader must be brave and firm, acting to punish every disciplinary employee according to the sanctions that have been set. Such leadership will be respected and recognized by his subordinate leadership.

h. Humanitarian relations

A manager must try to create a harmonious and binding atmosphere of human relations, vertically and horizontally among all his employees.

3. Methods

Basic Operational Concepts and Calculations

Operational Lattice Variable fingerprint attendance (fingerprint) (Ngatung, 2014) The following are the indicators the authors describe in the fingerprint attendance variable.

Table 1. Dimension Table and Indicator Variables for Fingerprint Attendance

Research Variable	Dimension	Indicator	Item Number
Application of Fingerprint Attendance	Practice	Attendance becomes more practical	1
		Minimize the role of humans	2
		Become easier and faster	3
	Accurate	Require a password or pin	4
		Very high accuracy	5
		High accuracy	6
		Can't leave attendance	7
	High Security	The smallest risk to be manipulated	8
		Recap the results can be done	9
		Unauthorized parties	10

Source: Ngatung (2014).

The following are the indicators that the authors describe in the work discipline variables according to Hasibuan (2013).

Table 2. Dimension and Indicator Variable Table Work Discipline

Research Variable	Dimension	Indicator	Item Number
Discipline	Purpose and ability	Employees must have clear goals for work to be effective and efficient	1
	Punctuality	Time to come to work and start work	2

	The accuracy of the absent input	3
Use office equipment well	Use of office facilities	4
Work responsibilities	Arranging office equipment	5
	Following work procedures	6
Obedience	Comply with office regulations	7
	Use an identity card	8
Penalty sanctions	Employees will be penalized if they break the rules	9
Humanitarian relations	A good relationship between coworkers	10

Source: Hasibuan (2013).

Test Research Instrument

The instrument trial according to (Sugiyono, 2017) "was conducted to find out whether the instrument used was in accordance with what was supposed to be measured to see the consistency and the instrument in revealing research that occurred from a group of individuals even though it was done in different times".

According to (Sugiyono, 2017) "" the instrument is a good (in the form of test and non-test) must be valid and reliable. Instruments that are not tested for their reliability and reliability when used for research will endorse data that is hard to believe. " According to (Riyanto, 2020) the following validation test calculations must use the product moment correlation formula with Pearson correlation divided into 2 namely:

Validity is a measure that shows the validity or validity of a research instrument. Validity testing refers to the extent to which an instrument can be used to measure what is being measured. For the validity test results do not apply universally, meaning that under an instrument can have a high valid value at a certain time and certain place, but it becomes invalid for different times or at different places. For this reason, it is necessary to have a validity test first in order to find out the quality of the instrument for the object to be further investigated.

To calculate the validity test of an instrument can use the product moment correlation formula or also known as Pearson correlation.

Reliability of the measuring instrument is the determination or constancy of the tool in measuring what it is measuring. That is, whenever the measuring instrument is used it will give the same measurement results. The most obvious example is the thermometer, where the thermometer will be said to be still reliable if the measurement results show the same results for different periods of time. Unlike the research instruments derived from the questionnaire, to get the constancy of the results of the questionnaire with different time periods and places often obtain different results. For this reason, it is necessary to conduct a reliability test on the research instrument from the questionnaire, so that the results of the study are of higher quality.

Table 3. Alpha Cronbach's

<i>Alpha Cronbach's</i>	Information
0,00 – 0,20	Not Reliable
0,21 – 0,40	Rather Reliable
0,41 – 0,60	Reliable Enough
0,61 – 0,80	Reliable
0,81 – 1,00	Very Reliable

Source: Sujianto 2009

According to (Sugiyono, 2017) the population is the totality of all possible values of both the calculation and measurement results, quantitative and qualitative of certain characteristics regarding a set of objects that are complete and clear that they want to learn about their properties.

While the sample according to (Sugiyono, 2017) is a part of the number and characteristics of the population, the population in this study are employees of PT Mustika Ratu, T.bk Jakarta, with a research sample of 40 people distributed to employees.

Likert Scale

Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. According to (Sugiyono, 2017) With a Likert scale, the variables to be measured are translated into indicator variables. Then the indicator is as a benchmark point for compiling instrument items which can be in the form of questions or statements.

Table 4. Skala Likert

No	Answer	Score
1.	Strongly Agree	5
2.	Agree	4
3.	Doubtful	3
4.	Disagree	2
5.	Strongly Disagree	1

Source: (Sugiyono, 2017)

Correlation Coefficient Test

According to (Siregar, 2014) "Correlation coefficient is a number that states the strength of the relationship between two or more variables or can also determine the direction of both variables"

The usefulness of the correlation test is to find the relationship between the independent variable (X) the influence of fingerprint attendance (fingerprint) and the dependent variable (Y) Work Discipline.

Table 5. Guidelines for Providing Interpretation of Correlation Coefficients

Correlation Value	Relationship Level
0,00 – 0,199	Very Weak
0,20 – 0,399	Weak
0,40 – 0,599	Enough

0,60 – 0,799	Strong
0,80 – 1,000	Very Strong

Source: (Siregar, 2014)

According to (Sugiyono, 2017) Determination Test is used to find out how far the influence of variable X on variable Y expressed as a percentage.

Regression Equations

According to Sugiyono, 2017: 188 in (Kamal & Ariandi, 2019) simple linear regression consists of two variables. One variable in the form of a dependent or dependent variable is given the symbol Y and the second variable in the form of an independent variable is given a symbol.

In general, a simple regression equation can be formulated as follows:

$$Y = a + b X$$

Information:

Y= the predicted value of the variable Y based on the value of variable X

a = the intersection point of Y, is the value for Y when X = 0

b = slope or scope or average change in Y for each change from one-unit X

This research is categorized as a type of survey research where information is collected from respondents using questionnaires as a primary data collection tool. Furthermore, this research is an explanatory research type. Explanatory research is a type of research that highlights the relationships between research variables and tests of hypotheses that have been formulated previously (Arikunto, 2010). Data used in this study are primary and secondary data, both qualitative and quantitative. Primary data were obtained through direct observation in the field and direct interviews with supporting employees, and the results of questionnaires given to employees. Samples taken were as many as 40 respondents, the tests conducted included: Validity Test, Reliability Test, Linear Analysis, Correlation Coefficient Test, Determination Coefficient Test, Hypothesis t Test and F Test, Data processing using SPSS 24.

4. Results and Discussion

Research instrument tests are used to ensure that the data used can be trusted. The instrument test consists of validity and reliability tests.

Validity Test

Validity test is used to test whether each item or instrument is really capable of expressing the factor to be measured. Testing is done by comparing the r count with r table. R value is the result of the respondent's answer to each statement in each variable analyzed using SPSS version 24.00 and the output is called Corrected Item-Total Correlation. The amount of r tables with a significant level of 5% is 0.2787.

Table 6. Validity

Variable	Indicator	r count	r table	Information
Leadership (X)	X1	0,471	0,2787	Valid
	X2	0,697		Valid
	X3	0,607		Valid
	X4	0,635		Valid
	X5	0,690		Valid
	X6	0,636		Valid
	X7	0,533		Valid
	X8	0,593		Valid
	X9	0,792		Valid
	X10	0,572		Valid
Work Motivation (Y)	Y1	0,754	0,2787	Valid
	Y2	0,746		Valid
	Y3	0,653		Valid
	Y4	0,763		Valid
	Y5	0,763		Valid
	Y6	0,595		Valid
	Y7	0,488		Valid
	Y8	0,697		Valid
	Y9	0,751		Valid
	Y10	0,464		Valid

Source: SPSS 24

From the table above shows the values of r calculated all indicators are greater than r, meaning all indicators are measuring devices that can be trusted to get a valid value. From the results of the calculation of the validity test above, the effect of fingerprint attendance on work discipline at PT. Mustika Ratu, Tbk Jakarta get valid results for each indicator the question gets a valid value, and this research can proceed to the next stage.

Reliability Test

Reliability of an indicator or questionnaire from calculations using SPSS version 24 can be seen from the value of Cronbach’s Alpha, then interpreted in the Cronbach’s Alpha scale table.

Table 7. Variable Reliability X

Cronbach's Alpha	N of Items
,885	10

Source: SPSS 24

Table 8. Variable Reliability Y

Cronbach's Alpha	N of Items
,902	10

Source: SPSS 24

From the table above, both the X reliability table and the Y reliability table, show the Cronbach's Alphabet values of all the variables included in the very reliable category, so it can be concluded that the indicators or questionnaires used in the study are reliable or can be trusted as a measurement tool for variables. Correlation Coefficient Test To be able to find out some of the major calculations and interpretations between the Fingerprint Time Attendance variable to the work discipline with the items of the valentine instrument and can be trusted.

Through the help of SPSS Program version 24.0, the result of the Fingerprint Attendance variable relationship to Work Discipline at Work at PT. Mustika Ratu, Tbk Jakarta can be seen in the following table:

Table 8. Correlations Table

		Attendance	Work Discipline
Attendance	Pearson Correlation	1	,824**
	Sig. (2-tailed)		,000
	N	40	40
Work Discipline	Pearson Correlation	,824**	1
	Sig. (2-tailed)	,000	
	N	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the Correlations Table above it can be seen that the value of sig. (2-tailed) valued at 0,000 < 0.05 then the decision Ha is accepted, it can be concluded that there is a significant influence between Attendance on the Discipline of the Work Office at PT. Mustika Ratu, Tbk Jakarta. From the above table, it can be concluded that the correlation value (relationship) between the Fingerprint Attendance and Work Discipline at PT. Mustika Ratu, Tbk 0.824. Based on the table of interpretation guidelines correlation coefficient, has a very strong and unidirectional relationship because it is positive and close to number 1 from the results of the calculation of the correlation coefficient test above about the influence of Fingerprint Time Attendance on Work Discipline at PT. Mustika Ratu, Tbk Jakarta.

Determination Coefficient Test

Determination coefficient test is used to find out how much influence the Fingerprint Attendance towards Work Discipline.

Based on the calculation of the coefficient of determination using SPSS version 24.0 as follows:

Table 9. Model Summary

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	,824 ^a	,680	,671		2,463

Source: SPSS 24

Based on the Summary Model table above, it can be seen the R Square value of 0.680 or 68.0%, meaning that Work Discipline is Affected by Fingerprint Attendance at 68.0% while the remaining 32% (1-0.68) is influenced by other factors not examined in this research. From the results of the calculation of the determination test above about the effect of Fingerprint Attendance on Work

Discipline at PT. Mustika Ratu, Tbk. Fingerprint attendance affects 68.0% of Work Discipline, while the remaining 32% is influenced by other factors not examined by this study.

Regression Equation

Table 10. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,910	3,974		1,739	,090
		,821	,091	,824	8,979	,000

Based on the SPSS calculation table above, the equation can be obtained namely: $Y = 6,910 + 0,821 X$ Where $Y =$ Work Discipline and $X =$ Attendance

Which can be concluded as follows. A constant of 6.910 states that if there is no Fingerprint Attendance made by the company, then Work Discipline is 6,910. The regression coefficient X of 82.1% states that every time the Fingerprint Time Attendance will increase the Work Discipline by 82.1%. And conversely, if there is a 1-time decrease in services, the work discipline is predicted to decrease by 82.1%. So, the direction of the fingerprint attendance relationship with work discipline is positive, meaning the direction. From the results of the calculation of the regression equation above about the effect of Fingerprint Time Attendance on Work Discipline at PT. Mustika Ratu, Tbk Jakarta, has a positive or direct effect between Attendance on Work Discipline.

5. Conclusion

Based on the correlation coefficient table, the value of sig $0.00 < 0.05$, which means that there is an influence between the fingerprint attendance variable on work discipline with the results of the calculation of the correlation coefficient with a value of $r = 0.824$ means that it shows a very strong relationship between absenteeism at PT. Mustika Ratu, Tbk Jakarta. Based on the calculation of the coefficient of determination obtained by 68.0% shows the magnitude of the influence of attendance on discipline at PT. Mustika Ratu, Tbk and the remaining 32.0% were influenced by other factors such as leadership style, work environment and others not examined in this study. Based on the calculation of the regression coefficient, the equation $Y = 6.910 + 0.821 X$ shows that without absenteeism the performance value is 6.910. Each value of X (Attendance) is increased or decreased by one number, it will increase or decrease Y (Work Discipline) by 0.821.

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