



The Effect of Fingerprint Implementation on Work Discipline of Indonesian Public Servants: Evidence from Sampang District, East Java Province, Indonesia

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Abstract

The purpose of this study was to determine the effect Fingerprint Implementation on Work Discipline of Indonesian Public Servants at Sampang District, East Java Province, Indonesia. This research is classified as explanatory research with a quantitative approach. The sample used was 42 respondents with saturated sampling technique. The type of data used is primary data, namely collecting data using questionnaires. Analysis of the data used is Linear Regression with SPSS. The results of this study indicate that Fingerprint Implementation has a positive effect on Work Discipline.

Keywords: *Fingerprint Implementation; Work Discipline*

Introduction

After the civil reform movement, the implementation of changes in the Indonesian zone. One of the improvements to the implementation schedule is the use of data, various kinds, and the application of media and data communication technology to serve public zone activities. This is used as an alibi if ICT has long been believed to be able to improve the quality of governance and public service delivery (Giné et al., 2012). According to Kettl, (2000), the use of ICT in assisting the government cannot be separated from efforts to pursue government efficiency and efficiency. As contemporary public management, public zones use all available energy resources effectively and responsibly, and the principles can be used optimally to achieve optimal performance. Shoewu & Idowu, (2012), one of the technologies adopted by the Indonesian public zone is fingerprints. Fingerprints are used to make employee improvements because this technology can contribute to recording employee records in the office. This technology takes over the manual recording system the old system cannot verify errors and retain employees accurately. Not only that, manual attendance is vulnerable to manipulative attitudes by employees so that it cannot be used as an objective instrument to measure employee performance. Trying to overcome these weaknesses by using fingerprints. Until now, all public organizations in Indonesia have used the fingerprint system. As a result, the system creates a dramatic change. A survey conducted by McKenzie et al., (2014) shows that the use of fingerprints has reduced teacher absenteeism in public schools in Indonesia from 19 percent to 9.8 percent between 2003 and 2014.

According to Hays, (1995), discipline has long been a critical point of all organizations. This happens because work discipline means in achieving organizational goals. Discipline is one of the uses of management that allows an organization to take a path to achieve its goals. Without great discipline, organizational goals are not achieved efficiently (Harrald, 2006). Therefore, managers must protect people, work teams, and organizational discipline so that organizational goals can be achieved properly. Although this responsibility lies with all managers, if it is not supported by every component of the organization, such as subordinates, systems, and regulations, discipline will not be achieved. The design and implementation of disciplinary policies in public organizations is believed to increase employee commitment and performance (Franklin & Pagan, 2006). Various attempts were made by policy makers to formulate systems and regulations for increasing employee order. Some disciplinary procedures are applied with few provisions. There are also those who only practice universal provisions relating to discipline. Finally, there are those who use mechanical methods in practicing employee discipline. This last method uses technology as a tool to avoid employee discipline. However, most experts believe that transformational and problem-oriented leadership is more likely to be successful than leaders who use a punitive approach in generating employee discipline (Grote, 2006).

In the Indonesian public zone, there is some contemporary research on the use of fingerprints and their relation to employee discipline (Anggara, 2016). There is also research that says that work discipline has a significant effect on employee performance (Sofyan et al., 2016). Not only that, there is also research that shows that disciplinary punishment is determined by status, talent, compensation, and aspects of performance (Rosen et al., 1974).

Research Purposes

The objectives to be achieved from this research are to determine the effect of Fingerprint Implementation on Work Discipline of Indonesian Public Servants at Sampang District, East Java Province, Indonesia.

Theoretical Review

Strengthening discipline is the responsibility of the manager. In practice in the public sector, the implementation of this function is not as easy as in the private sector (Hays, 2008). Basically, the public sector has some pretty basic differences compared to the private sector. One of the main differences in discipline is that the public sector relies heavily on outdated and rigid regulations. The existing rules are sometimes not accommodating to developments and dynamics that occur in the field. As a result, public sector managers often experience personal dilemmas in enforcing discipline against their subordinates. Conceptually, discipline has a broad meaning. Edwards & Scullion (1982) argues that sociologically, discipline can be defined as, "behavior as a form of violation of socially significant rules". Meanwhile, in an organizational perspective, according to Hays (2008) discipline is, "compromising the human resource management process in which the organization seeks to correct deviations from acceptable behavior, and to disengage from individuals who are unable or unwilling to comply with reasonable standards. . of performance". According to Guffey & Helms (2001) discipline is, "control is obtained by forced obedience". Thus, it can be said that discipline is not only a matter of imposing sanctions, but also in the form of corrective actions against various errors or irregularities that occur.

In its development, discipline enforcement is divided into two approaches, namely punitive and non-punitive approaches (Campbell et al., 1985). The non-punitive approach is referred to by Hays (1996) as a positive discipline approach in human resource management. Meanwhile, Guffey & Helms (2001) revealed that there are models of progressive discipline and positive discipline. The punitive approach in strengthening discipline is very much oriented towards rewards and punishments given to subordinates. The non-punitive approach, however, shows that discipline is part of coaching, so managers must be more

persuasive and apply motivational methods to subordinates. In the Indonesian public sector, recent studies have shown that work discipline affects employee performance. Mangkunegara & Waris (2015) research on employees of PT Asuransi Bangun Askrida found that the three variables tested were training, competence, and work discipline variables, work discipline variables had the greatest influence on employee performance. The research of Mangkunegara & Waris (2015) is strengthened by the research of Thaief et al. (2015) suggests that training, compensation, and work discipline have a significant effect on performance. Meanwhile, the findings of Sofyan et al. (2016) at the Regional Office of the Ministry of Religion of South Sulawesi found that work discipline did not have a significant relationship to employee performance.

Several studies on the application of fingerprints and their impact on employee discipline also show positive results. This means that statistically the use of fingerprints has a significant effect on employee discipline. Asmira's research (2016), for example, reveals that the use of fingerprints is very effective in improving employee discipline. Furthermore, the research findings show that recording employee attendance using fingerprints is more effective in developing the achievement of performance targets. Unfortunately, this study uses a qualitative approach and a descriptive method. This is a weakness of the study because the findings cannot justify quantitatively the level of significance of the effectiveness of the application of fingerprints.

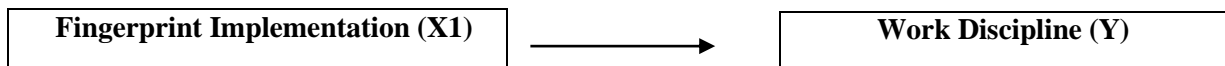
Research Hypothesis

The hypotheses tested in this study include the following:

H1: There is positive and significant effect between fingerprint Implementation on Work Discipline.

Research Methods

Research Framework



Picture 1, Research Framework

Measuress

The variables in this study were measured by a Likert scale with a range from 1 to 5 where 1 was equal to "Strongly Disagree" and 5 equal to "Strongly Agree". The variables studied consisted of Independen variables and dependen variables. The Independen variables are Fingerprint Implementation was adapted from Al-Qutaish, (2010). while the dependen variables are Work Discipline are adopted from Hasibuan (2005). This study uses Multiple Linear Regression with SPSS tool.

Sample

The sample in this study is the Public Servants at Sampang District, East Java Province, Indonesia as much as 42 employee, the sampling technique is saturated sampling technique. That is by giving a questionnaire to Employee Public Servants at Sampang District, East Java Province, Indonesia. This research includes Explanatory Research.

Result

Multiple Linear Regression Analysis

The data processing process uses linear regression analysis which aims to measure the strength of the relationship between two or more variables. The variables used in this study are Fingerprint Implementation (X1) as the independent variable that affects the Work Discipline (Y) as the dependent variable. Based on the results of data processing using SPSS, the results are as in table 1 below:

Table 1
Multiple Linear Regression Analysis Results

Variable	Regression Coefficient (b)	t-test	Sig	Explanation
Constant	54,123			
Fingerprint Implementation (X1)	0,432	4,101	0,002	Significant

Source: processed data (2022)

Based on the multiple regression equation above, it can be seen that the conclusions are as follows:

1. The constant value is 54,123 which means that if the variables of Fingerprint Implementation do not change or are equal to zero, then the Work Discipline variable is 54,123 which is not influenced by any variables.
2. The regression coefficient value of the Fingerprint Implementation variable is 0.432, which means that the Fingerprint Implementation variable (X1) has a positive effect on Work Discipline (Y). This means that if Fingerprint Implementation increases, Work Discipline will increase.

Coefficient of Determination (R Square)

The coefficient of determination is a value that indicates the magnitude of the influence of the independent variable on the dependent variable. The value of the coefficient of determination can be seen in Table 2.

Table 2, Coefficient of Determination Test Results

R	R Square	Adjusted R Square	Std. Error of the Estimate
0,712	0,631	0,602	1,451

Source: processed data (2022)

Table 2 shows the R Square value of 0.631 which means that the Work Discipline is determined by the variables of Fingerprint Implementation of 63.1%, while the remaining 36.9% is influenced by other factors that are not included in the independent variables. This research. This means that the selection of Fingerprint Implementation variables is good in predicting the Work Discipline.

Hypothesis Testing

T Test (Partial Test)

The t test is used to test an independent variable individually affecting the dependent variable. The results of the t-test for the coefficients 1 and 2 can be seen in Table 3.

Table 31, Partial Test Result Recapitulation

Variable	Nilai		Significance	Explanation
	t-test	t-table		
Fingerprint Implementation (X1)	4,381	1,682	0,001	Significant

Source: processed data (2022)

1. Fingerprint Implementation Variable (X1) has a t-count value of 4.381 > t-table of 1.682 with a significance value of 0.001 less than 0.05 ($0.000 < 0.05$), and the regression coefficient has a positive value, then the first hypothesis which states that " Fingerprint Implementation has a positive effect on the Work Discipline" is accepted.

Discussion

The Indonesian public sector has undergone significant changes in recent years under the bureaucracy reform movement. The real action of this movement is to adopt information vehicles and technology that supports public organizations. One of the technologies adopted is fingerprint. The purpose of this study was to determine the effect of Fingerprint Implementation on Work Discipline.

Fingerprint Implementation Has a Positive and Significant Effect on Work Discipline (H1 Accepted)

The results of this study prove that the hypothesis that has been compiled is that Fingerprint Implementation affects the Work Discipline. The contribution of the influence of both is positive, which means that the higher the Fingerprint Implementation of employees, the higher the level of Work Discipline. Thus, our findings are consistent with regression analysis from previous studies that evaluated fingerprints Implementation on the work discipline (Asmira, 2016; Anggara, 2016), and the results of this study contradict the results of research by Yudiantmaja et al., (2018), which found that Fingerprint Implementation not significant effect on Work Discipline.

Conclusions

This study is designed to address the theoretical in human resource management in the Indonesian Public Servants at Sampang District, East Java Province, Indonesia for fingerprint Implementation on Work Discipline. In addition, regression analysis was conducted to test whether fingerprints have a positive and significant effect on work discipline. Based on the results of the analysis and discussion that has been carried out, it can be concluded that:

1. Fingerprint Implementation affects the Work Discipline. This means that high Fingerprint Implementation will increase the level of Work Discipline. this means that the first hypothesis is accepted.

Suggestions

Based on the results of the study and the conclusions above, the researchers need to provide suggestions, including:

1. The findings of this study should be faced with caution due to empirical design considerations, this study only examines Indonesian Public Servants at Sampang District, East Java Province, Indonesia, so the results are not representative of all Indonesian civil servants.

2. Our sample size is not sufficient to separate the analyzes to identify discrepancies that include between male and female Public Servants.
3. The company must be able to maintain, maintain and improve the quality of human resources to provide excellent totality service to its customers.

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