



The Effect of Implementing Fingerprint Absence and Leadership on Employee Work Discipline

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Abstract

This research analyzes the effect of implementing fingerprint attendance and leadership on employee work discipline at the Lolo Community Health Center, Kerinci Regency, Jambi Province. This type of research is quantitative research, like a survey. Employees of the Lolo Community Health Center, Kerinci Regency, and Jambi Province represented the population of this study. The sample used in this research was 39 people. To find out an overview of the application of fingerprint attendance and leadership towards employee work discipline at the Lolo Community Health Center, Kerinci Regency, Jambi Province. The research results revealed that the Respondent Achievement Level (TCR) for fingerprint attendance, with an average of 169.07 or 86.70, was in the good category, TCR for leadership with 152.36 or 78.13, was in the good category, and TCR for work discipline with an average of 154.70 or 79.33 is in the good category. Fingerprint attendance has a significant effect on employee work discipline. Leadership has a significant effect on employee work discipline. The influence variable of the independent variable (fingerprint attendance, leadership) significantly influences the dependent variable (work discipline) simultaneously/together.

Keywords : Fingerprint attendance, Leadership, Work Discipline

1. Introduction

Discipline is something that must be implemented by everyone (Patel, 2021). Discipline at work is crucial for an organization to achieve its goals. This discipline can motivate employees to comply with regulations to produce good performance and be profitable for the organization. This discipline is closely related to employee performance in the organization (Qalati, Zafar, Fan, Sánchez Limón, & Khaskheli, 2022; Waris & Abdul, 2015). Employee performance results can be seen from the results of the work carried out, whether they are in accordance with predetermined performance standards. One way to see employee discipline in an organization is to use accurate attendance that can describe the employee's performance.

Attendance is an activity carried out by a person to declare that he or she is present at a job or activity. According to the KBBI, absence has meaning, namely, the person's presence or absence. This attendance is used in various government and non-government agencies. One example is employee attendance, which can show the

employee's daily presence in the organization. There are various types of attendance that organizations use today. According to Gatto dan Awangga (2023), attendance is carried out online in certain organizations. Some use spreadsheets or Excel, and data such as name, time of entry and exit from work, illness, permission/leave, and negligence are stored in Excel. However, this absence has not been used effectively to record employee discipline. One effective form of attendance is to use fingerprint attendance, which is used in one of the community health centers in Kerinci Regency.

In theory, leadership has various types, one of which is authoritarian (Cao, Li, C. van der Wal, & W. Taris, 2023; Wang, Liu, & Liu, 2019), usually working seriously, thoroughly, and carefully. The cause of ineffective employee discipline is related to leadership. A leader must always make changes during the leader's term of office, but it depends on his followers' readiness level. According to Khair (2019), leadership is the ability to constructively influence others to carry out cooperative efforts to achieve planned goals. If leadership can positively influence employees, then this can influence the employees' work discipline. The work discipline of employees at the Lolo Community Health Center, Kerinci Regency, can also be seen through the leadership of the Community Health Center.

Lolo Community Health Center is one of the community health centers in Kerinci Regency, Jambi Province. This health center has implemented fingerprint attendance for employees, so researchers want to examine how much influence the application of fingerprint attendance has on employee performance and how much influence leadership has on employee work discipline. Based on fingerprint attendance management at the Lolo Community Health Center, there are still employees who leave the Community Health Center during working hours, and many employees also apply for leave for reasons that are not yet solid. So the application of fingerprint attendance is likely to avoid absenteeism by employees and it can violate the operational hours of the health center. Apart from that, the level of use of fingerprint attendance also leads to employee work discipline during working hours. Therefore, leadership is necessary in implementing work discipline towards employees.

Based on the background of the problem above, the author is interested in conducting research on "The Effect of Implementing Fingerprint Attendance and Leadership on Employee Work Discipline at the Lolo Community Health Center, Kerinci Regency, Jambi Province"

2. Research Method

This research uses a causative descriptive approach with three variables: fingerprint attendance and leadership as independent variables, and employee work discipline as the dependent variable. The population studied were all employees at the Lolo Community Health Center, Kerinci Regency, Jambi Province, with a total of

37 employees and 2 cleaning services, where samples were taken from the entire population.

Data collection techniques include the use of questionnaires and documentation. The validity and reliability of the questionnaire were tested with certain requirements. Data analysis was carried out descriptively and inductively. Descriptive analysis involves calculating statistics such as mean, median, and standard deviation to describe the variables in the study. Inductive analysis includes the use of the coefficient of determination (R²), t-test, and F-test to evaluate the relationship between variables and their significance.

3. Results and Discussion

3.1 Respondent Description

Table 1 below shows that there are more female respondents than male respondents. There were 33 female respondents (85%). Meanwhile, there were 6 male respondents (15%). Based on these results, it can be concluded that the majority of respondents in this study were women, namely 85%.

Table 1. Respondents Based on Sex

Sex	Frequencies	(%)
Male	6	15
Female	33	85
Total	39	100

Source: Primary data processed (2023)

Table 2. Respondents Based on Age Groups

Age Groups	Frequencies	(%)
<30	15	39
31-40	14	36
41-50	6	15
>50	4	10
Total	39	100

Source: Primary data processed (2023)

Based on Table 2 above, it can be seen that the highest percentage of respondents were <30 years old, namely 15 people (39%). The smallest percentage of respondents were in the age range > 50 years, namely 4 people (10%). Based on these results, it can be concluded that most respondents in this study were <30 years old, with a percentage of 39%.

Based on Table 3 below, it can be seen that the most significant number of respondents came from a Bachelor's educational background, with a total of 16 people

(40%), and the fewest respondents came from a junior high school and high school educational background, one person each with a percentage of 3%.

Table 3. Respondents Based on Educational Groups

Educational Groups	Frequencies	(%)
SLTP	1	3
SLTA	1	3
Diploma	21	54
Sarjana	16	40
Total	39	100

Source: Primary data processed (2023)

Based on Table 4 below, it can be seen that the respondents who worked the longest were >5 years as many as 23 people with a percentage of 59%, and the respondents who worked the longest were 2-3 years as many as 4 people with a percentage of 10%.

Table 4. Respondents Based on Occupation

Length of work	Frequencies	(%)
<1 year	7	18
2-3	4	10
4-5	5	19
>5	23	59
Total	39	100

Source: Primary data processed (2023)

3.2 Validity and Reliability Test

In this study, it meets the predetermined criteria, namely $r\text{-count} > r\text{-table}$. In this study, $r\text{ table } (n-2) = (n=39-2=37) = 0.3160$. Therefore, it can be said that the variable indicators presented in this research are valid, so they can be used to measure the variables that will be measured in this research.

The results of the reliability test for all variables in the study are presented in the following table:

Table 5. Reliability Test Results

Variables	Cronbach's Alpha	Reability
Fingerprint absence	0,725	Reliable
Leadership	0,763	Reliable
Work Discipline	0,741	Reliable

Source: Primary data processed (2023)

Based on the results of reliability testing, namely the Cronbach alpha value above 0.6, it can be concluded that in general all the variables in the research are considered reliable.

3.2 Coefficient of Determination R2

Obtained coefficient of determination (adjusted R2) = 0.656. This shows that 65.6% of the increase in employee work discipline is influenced by fingerprint attendance and leadership variables while the remainder (100%-65.6%=34.4%) is influenced by other factors. others not researched.

3.3 t Test Results (Partial)

Table 6 below using the t-test, obtained the calculated t values as follows:

- a) The t test on the fingerprint absence variable (X1) obtained a t-statistic value of 3.092 which is greater than the t-table value of 1.98 ($\alpha = 5\%$), the sig value $\leq \alpha 0.05$, namely 0.002, so the decision is that fingerprint absence has a significant effect on employee work discipline. The regression model used in the current research model is appropriate. So the fingerprint attendance variable in this research has an influence on employee work discipline.
- b) The t test on the leadership variable (X2) obtained a t-statistic value of 2.337 which is greater than the t-table value of 1.98 ($\alpha = 5\%$), the sig value $\leq \alpha 0.05$, namely 0.025, so the decision is that leadership has a significant effect on discipline employee work. The regression model used in the current research model is appropriate. So the leadership variable in this research has an influence on work discipline.

Table 6. Hypothesis Testing Results for the t Test Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.961	11.040		1.355	.184
X1	.169	.155	.167	3.092	.002
X2	.266	.114	.357	2.337	.025

Source: Primary data processed (2023)

3.3 F Test Results (Simultaneous)

Table 7. Hypothesis Testing Results for F Test

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	141.737	2	70.869	3.443	.043b
Residual	740.929	36	20.581		
Total	882.667	38			

Source: Primary data processed (2023)

Based on Table 8 above, the F test on the influence of the independent variables (fingerprint attendance and leadership) on the dependent variable (work discipline) simultaneously/together obtained a t-statistic value of 3.443, obtained a sig value ≤ 0.05 , namely 0.044, so the decision is H_0 rejected and H_a accepted. The regression model used in the current research model is appropriate. So, the influence variable of the independent variable influences (fingerprint attendance, leadership) significantly on the dependent variable (work discipline) simultaneously/together.

4. Conclusion

First, the t-test on the fingerprint absence variable (X1) obtained a t-statistic value of 3.092 which is greater than the t-table value of 1.98 ($\alpha = 5\%$), the sig value ≤ 0.05 , namely 0.002, so the decision is fingerprint absence has a significant effect on employee work discipline. Second, the t-test on the leadership variable (X2) obtained a t-statistic value of 2.337, which is greater than the t-table value of 1.98 ($\alpha = 5\%$), the sig value ≤ 0.05 , namely 0.025, so the decision is that leadership has a significant effect on employee work discipline.

Third, the F test on the influence of the independent variables (fingerprint attendance and leadership) on the dependent variable (work discipline) simultaneously/together obtained a t-statistic value of 3.443, obtained a sig value ≤ 0.05 , namely 0.044, so the decision is H_0 is rejected, and H_a accepted, so the independent variable influences (fingerprint attendance, leadership) significantly on the dependent variable (work discipline) simultaneously/together.

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