

## **The Effect Of Fingerprint Attendance and Work Motivation On Employee Discipline On CV Story Of Copyright**

**Sam Cay<sup>1</sup>, Dewi Sartika<sup>2</sup>, Raden Yeti Sumiaty<sup>3</sup>, Ani Meryati<sup>4</sup>, Denok Sunarsi<sup>5</sup>**  
<sup>1,2,3,4,5</sup>Universitas Pamulang

E-mail: [dosen02207@unpam.ac.id](mailto:dosen02207@unpam.ac.id)

### **ABSTRACT**

This study aims to determine the effectiveness of the application of attendance (fingerprint) in improving employee discipline at the CV Hikayat Cipta Semesta office. This study uses a quantitative research type where there are two variables, namely fingerprint attendance and works motivation as independent variables and employee discipline as the dependent variable, using data sources including primary, secondary, population, and sample data. . Data collection methods used are interviews, distributing questionnaires to several respondents and documenting data or variables in the form of notes, and so on. As well as using measuring tools in the form of validity and reliability to see the validity and reliability of the research results in Cronbach alpha, then using data analysis methods using multiple regression analysis methods which are used to determine the effect of the independent variable and the dependent variable partially and simultaneously, namely the fingerprint attendance variable. From the results of this study, it was seen partially with the T-test that fingerprint attendance did not significantly affect employee discipline at CV Hikayat Cipta Semesta, while the work motivation variable had a significant effect on employee discipline at CV Hikayat Cipta Semesta. Furthermore, the simultaneous influence test with the F test, shows that fingerprint attendance and work motivation have a significant effect on employee discipline. From the results of this research, it is hoped that it can be useful for all parties, especially in improving employee discipline.

**Keywords:** fingerprint attendance, work motivation, employee, discipline

### **INTRODUCTION**

Resources are everything that is an asset of the company to achieve its goals. Resources owned by the company can be categorized into four types of resources, such as financial, physical, human, and technological capabilities (Niswaty et al., 2021; Sahabuddin et al., 2021; Vardarlier, 2016). Financial resources are one of the important elements to form a company that is advanced and continues to grow because it relates to shares which are the main capital in building a company and developing and continuing the company. Physical resources are resources related to the physical support for the establishment of a company such as its equipment. Human resources are a central and important sector to achieve goals in a company because the skills of the workers and the quality of human resources can move the company properly and correctly. Technological capabilities are also an important supporting element in moving the company because the completeness of technology and technological sophistication, will facilitate the running of a company (Said et al., 2017; Salam et al., 2014). Of the four sources, the most important aspect is humans, because humans are the most important driver in the company. The progress or failure of the company depends on the management of human resources, this can be done within a company or by a certain department. Today, we can see that the development of technology in various aspects is very fast. Technology is an advancement in the field of science and knowledge that requires people to be more creative and actively follow market developments

(Butavicius et al., 2020; Kamaraju & Kumar, 2015; Saud Al-Musib et al., 2021). Technology can be defined as knowledge or tools used to produce goods or services.

Indirectly, technology is changing the way we live and work. Technological changes have become an important source of environmental uncertainty facing organizations, these technological changes also allow managers to coordinate the work efforts of employees more efficiently and effectively.

Technology in the era of globalization, especially computer technology, has produced information that is faster, more accurate, and more relevant. It is undeniable that information technology has become a necessity as well as a requirement for an organization to achieve the desired goals. Information technology can not only be applied to all sectors of the economy but can also affect every function in the organization.

CV Hikayat Cipta Semesta is one of the goods and services trading companies currently engaged in the restaurant and convection industry. There are many problems faced by employees at CV Hikayat Cipta Semesta. This is due to the discipline problems of employees at CV Hikayat Cipta Semesta. The level of employee discipline is not yet maximized because it is still violating the rules and employee code of ethics such as time corruption and carrying out personal activities outside the office during working hours. One of the important things that need to be considered in enforcing discipline is the problem of employee attendance. In addition, the role of leaders and employees themselves in supervising the agency also plays a role in influencing employee discipline.

According to Darwis et al. (2021), the implementation of filling out the attendance list or attendance manually (only in the form of an attendance list book), will become an obstacle for organizations to monitor employee discipline in terms of punctuality of arrival and return of employees every day. It is feared that it will reduce employee commitment to work and the organization. The reduced commitment of employees to work will have an impact on employee motivation and performance which is decreasing. Recording employee attendance is one of the important factors in human resource management.

An attendance system is a form of motivation. Motivation can be interpreted as a mental state and human mental attitude that provides energy encourages activities (moves) and directs or channels behavior towards achieving needs that provide satisfaction or reduce imbalances.

Motivation comes from the Latin word *movere* which means encouragement or moving. Motivation in management is only aimed at human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates so that they are willing to work together productively to achieve and realize the specified goals.

Discipline assessment should be carried out consistently so that the company can find out what the performance development of each employee is like (Goncharenko & Khadaroo, 2020; Sunarsi, 2018b; Syaekhu, 2013). If this is not done, it can lead to a decrease in employee productivity which of course can be detrimental to the company. The following will explain in detail the performance appraisal from its definition to its implementation process.

The attendance system implemented by company organizations is different, some use manual absences, such as attendance, call absenteeism to absenteeism by entering paper into the attendance machine. However, the manual attendance system has several weaknesses, including attendance that is easily deposited and manipulated, causing violations of employee work discipline. The development of technology has had a positive impact on agencies to anticipate and minimize the occurrence of violations of employee discipline. This is realized through the

use of a biometric attendance system that identifies or recognizes a person based on unique physical or behavioral characteristics and only possessed by himself such as fingerprints, facial structure, iris, and retina of the eye. With the biometric system, it can be seen the level of employee discipline at work. All of that can be seen from the time to go to work until the time to come home from work. Employees can be assessed as disciplined if the employee performs according to the rules of working hours that have been determined by the agency (Sarman et al., 2015; Wairooy, 2017). Vice versa, if the employee does not comply with the agency's rules, it will be considered undisciplined.

Biometric attendance that is widely used in corporate organizations is fingerprint biometric attendance. A fingerprint is a form of biometrics, a science that uses physical characteristics to identify (Armstrong & Williams, 2010; Mohamed & Raghu, 2012; Zhang & Liu, 2007). Fingerprints are ideal for this purpose as 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 fingerprints, the level of cheating that often occurs such as data manipulation and attendance care will be reduced (Akinduyite et al., 2013; Kamaraju & Kumar, 2015; Yongqiang & Ji, 2006). Lack of supervision in the use of the fingerprint attendance system can affect the effectiveness of the reports generated. The presence of inaccurate information can be an indicator that the present system with biometric fingerprint has not been implemented properly (Sunarsi, 2018a).

CV Hikayat Cipta Semesta is one of the CVs that has implemented a fingerprint biometric attendance system application in the hope of increasing the work discipline of its employees.

Rule number 28 of 2003 was issued by the Ministry of Religion regarding suspected employee attendance discipline. The regulation was issued about the compensation for the meal that will be received by the employees. If the employee's level of discipline is low, the employee will not receive compensation in the form of food. The compensation is given to attract employees so that they can maintain and improve their performance at work. Compensation is usually in the form of a basic salary, but actually, the compensation provided by the company is not only in the form of a basic salary but includes performance allowance and food allowance. With compensation, it can improve employee work discipline because indirectly compensation can be a motivation for an employee in increasing the level of work discipline.

## **METHOD**

This study uses a quantitative research type where there are two variables, namely fingerprint attendance and works motivation as independent variables and employee discipline as the dependent variable, using data sources including primary, secondary, population, and sample data. . Data collection methods used are interviews, distributing questionnaires to several respondents and documenting data or variables in the form of notes, and so on. As well as using measuring tools in the form of validity and reliability to see the validity and reliability of the research results in Cronbach alpha, then using data analysis methods using multiple regression analysis methods which are used to determine the effect of the independent variable and the dependent variable partially and simultaneously, namely the fingerprint attendance variable.

Fingerprint and work motivation on employee discipline, using a hypothesis test in the form of a T-test which is used to determine the extent to which the independent variables used are partially able to explain the dependent variable. The simulation test (F test) is used to determine the extent to which the independent variables are used to determine the extent to which the independent variables used are simultaneously able to explain the dependent variable. And

the coefficient of determination to measure how far the willingness of the model to explain the variation of the dependent variable.

## RESULT AND DISCUSSION

In the fingerprint attendance variable (fingerprint), question item 1, there are 60.00% of respondents said they agreed with the fingerprint device, 34.55% said strongly agreed with the fingerprint device, 1.82% said they had doubts about the fingerprint device, the remaining 3.64% said they did not agree.

In item 2, there are 41.82% of respondents said they strongly agree and agree with the level of employee discipline as measured by the fingerprint, while 7, 27% of respondents said they have doubts about the level of employee discipline as measured by the fingerprint, the remaining 9.09% of respondents said they disagree with the level of employee discipline as measured by a fingerprint.

In question 3 there are 40 00% of respondents said they strongly agree that the attendance data in the database can be protected from manipulation, while 30.91% of respondents said they agree that the attendance data in the database can be protected from manipulation, there are 20.00% of respondents said they are unsure Attendance data in the database can be protected from manipulation, the remaining 9.09% of respondents said they do not agree that attendance data in the database can be protected from manipulation.

In question 4, there are 47.27% of respondents said they agree with the absenteeism legislation, while 23.64% said they strongly agree and have doubts about the absenteeism legislation, the remaining 5.45% of respondents said they did not agree. with absenteeism laws and regulations.

In question 5, 54.55% of respondents said they agreed that the fingerprint operation still had many obstacles, while 30.91% of respondents said they strongly agreed that fingerprint operation still had many obstacles, the remaining 7.27% of respondents said they did not agree and were Doubtful in operating the fingerprint, there are still many obstacles to be faced.

In question 6 there are 61.82% of respondents said they agreed that the Fingerprint Attendance System is a facility that supports the work of employees, while 16.36% of respondents strongly agreed that the Fingerprint Attendance System is a facility that supports the work of employees, there are 12.73% of respondents said doubtfully that the fingerprint attendance system is a facility that supports the work of employees, the remaining 9.09% of respondents said they did not agree that the fingerprint attendance system was a facility that supported the work of employees.

In question 7, 56.36% of respondents said they agreed that the application of fingerprint attendance was by the applicable procedures, then 29.09% of respondents said they strongly agreed that the application of fingerprint attendance was by applicable procedures, while 9.09% of respondents said they were doubtful. doubt that the fingerprint attendance application is by the applicable procedures, the remaining 5.45% of respondents said they did not agree that the fingerprint attendance application was by the applicable procedures.

In question 8 there are 67.27% of respondents said they agreed that the application of fingerprint electronic attendance led to organizational goals, 21.82% of respondents said they strongly agreed that the application of fingerprint electronic attendance led to organizational

goals, the remaining 5.45% of respondents said they were unsure and disagree that the application of fingerprint electronic attendance leads to organizational goals.

In question 9, 56.36% of respondents said they agreed that employees were able to adapt to changes in manual attendance to fingerprint attendance, 23.64% of respondents said they strongly agreed that employees were able to adapt to changes in manual attendance to fingerprint attendance, while 16, 36% of respondents said they had doubts that employees were able to adjust to changes in manual attendance to fingerprint attendance, the remaining 3.64% of respondents said they did not agree that employees were able to adapt to changes in manual attendance to fingerprint attendance.

In the last question 10, there are 56.36% of respondents said they agree that employees carry out work on time, 30.91% of respondents say strongly agree that employees carry out work on time, while 10.91% of respondents say they have doubts that employees carry out work properly. on time, the remaining 1.82% of respondents said they did not agree that employees carry out work on time.

From the description above, it can be seen that the fingerprint attendance variable (fingerprint) of each question item is answered agree and strongly agree with a fairly large percentage. But followed by a disagree answer. This is not in line with the results of the hypothesis that the t-test of the fingerprint absentee variable (X1) shows an at-count of 0.423 with a value of 0.674 or above 5% (0.05). So in the end, fingerprint attendance has no significant effect on the discipline of CV Hikayat Cipta Universe employees.

Thus it can be concluded that based on testing 55 respondents who were registered as employees of CV Hikayat Cipta Semesta it was proven to accept Ho that "there is no significant effect between fingerprint attendance (fingerprint) and employee discipline", and rejects H1 that "there is a significant effect between fingerprint attendance and employee discipline".

### **The Effect of Work Motivation on Employee Discipline**

The work motivation variable for question item 1, 67.27% of respondents said they agreed that the work environment situation where you worked was good and pleasant, there were 20.00% of respondents said they strongly agreed that the work environment situation where you worked was good and pleasant, while 9.09% of respondents said they had doubts that the work environment situation where you worked was good and pleasant, the remaining 3.64% of respondents said they did not agree that the work environment situation where you worked was good and pleasant. In question 2 there are 54.55% of respondents said they agree that employees can interact with co-workers, there are 30.91% of respondents said strongly agree that employees can interact with co-workers, while 10.91% of respondents said they are in doubt that employees can interact with co-workers. colleagues, the remaining 3.64% of respondents said they did not agree that employees can interact with co-workers. In the third question, 52.73% of respondents said they agreed that it was important to respect each other among co-workers, 38.18% of respondents said they strongly agreed that it was important to respect each other among co-workers, while 5.45% of respondents said that It's important to have mutual respect between co-workers,

The remaining 3.64% of respondents said they did not agree that it is important to have mutual respect between colleagues. In question 4 there are 58.18% of respondents said they strongly agree that giving awards for employees who excel can increase employee work motivation, then there are 29.09% of respondents said they agree that giving awards for employees who excel can increase employee work motivation, while there are 7,27% of respondents said they had doubts

that giving awards for employees who excel can increase employee work motivation, the remaining 5.45% of respondents said they do not agree giving awards for employees who excel can increase employee motivation. In question 5 there are 41.82% of respondents said they strongly agree that superiors always assess the work of subordinates, there are 34.55% of respondents said they agree that superiors always judge the work of subordinates, then 18.18% of respondents say they are in doubt that superiors always judge the results the work of subordinates, the remaining 5.45% of respondents said they did not agree that superiors always judge the work of subordinates. In question 6 there are 50.91% of respondents said they agree that the work you do is by your expertise, then there are 40.00% of respondents said strongly agree that the work you are doing is by your expertise, there are 36.4% of respondents said doubtful and do not agree that the work you are doing is by your expertise, the remaining 1.82% of respondents said they strongly disagree that the work you are doing is by your expertise. In question 7 there are 61.82% of respondents said they agree that facilities and infrastructure in the office support work activities, while there are 27.27% of respondents said they strongly agree that facilities and infrastructure in the office support work activities, the remaining 5.45% of respondents said they were unsure and do not agree that the facilities and infrastructure in the office support work activities. In question 8, 49.09% of respondents said they agreed that the policies set by the leadership caused your enthusiasm at work, there were 21.82% of respondents said they strongly agreed that the policies set by the leadership caused your enthusiasm at work, while 23.64% of respondents said they were doubtful. doubt that the policies set by the leadership cause your enthusiasm at work, the remaining 5.45% said they did not agree that the policies set by the leadership caused your enthusiasm at work. In question 9 there are 60.00% of respondents said they strongly agree that when a salary has just been received, employees have high morale, there are 23.64% of respondents said they agree that when a salary has just been received, employees have high morale, while 12,73% of respondents said they had doubts that when the salary was just received, the employee had high morale, the remaining 3.64% of respondents said they did not agree that the employee had high morale. In the last question, there are 65.45% saying they agree that the work you are doing can be done properly and correctly, there are 25.45% of respondents say strongly agree that the work you are doing can be done properly and correctly. While 5.45% of respondents said have doubts that the work you are doing can be done properly and correctly, the remaining 3.64% of respondents said they did not agree that the work you were doing could be done properly and correctly.

From the description above, it can be seen that the fingerprint attendance variable (fingerprint) of each question item is answered agree and strongly agree with a fairly large percentage. But followed by a disagree answer. This is not in line with the results of the hypothesis that the t-test of the fingerprint absentee variable (X1) shows an t-count of 10,404 with a value of 0.000 or below 5% (0.05). So that in the end work motivation has a significant influence on the discipline of CV Hikayat Cipta Semesta employees

Thus it can be concluded that based on testing 55 respondents who were registered as employees of CV Hikayat Cipta Semesta proved to reject Ho that "there is no significant effect between work motivation and employee discipline", and accept H2 that "there is a significant effect between work motivation and discipline employee. Meanwhile, in testing the effect of the independent variables on the dependent variable together, it can be explained by the F test (simultaneous test) showing the F test of 1989,345 with a significance of 0.000 (below 0.05). This means that the fingerprint attendance variable

(fingerprint) and work motivation jointly affect employee discipline at CV Hikayat Cipta Semesta. And this simultaneously answers hypothesis H3 which states that simultaneously there is a significant influence between fingerprint attendance and work motivation together on the discipline of CV Hikayat Cipta Semesta employees.

## CONCLUSION

Based on the results of research and discussion, it can be concluded several things as follows: the fingerprint attendance variable (X1) does not affect the discipline of CV Hikayat Cipta Semesta employees. It can be seen that  $t\text{-count} (0.423) < t\text{-table} (1.674)$ , with a significant level of  $0.674 > 0.05$  (5%) which means that the application of fingerprint attendance does not have a role in influencing employee discipline; the work motivation variable (X2) has a significant influence on the discipline of CV Hikayat Cipta Semesta employees. It can be seen that  $t\text{-count} (10.404) > t\text{-table} (1.674)$ , with a significance level of  $0.000 < 0.05$  (5%) which means that work motivation has a role in the discipline of CV Hikayat Cipta Semesta employees; fingerprint attendance variables (X1) and work motivation (X2) together have a significant influence or relationship on the discipline of CV Hikayat Cipta Semesta employees. It can be seen from the  $R^2$  value of 0.863 which means fingerprint attendance (fingerprint) (X1) and work motivation (X2) together affect employee discipline by 86.3% while the remaining 13.7% is influenced by other factors.

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