Fingerprint Electronic Attendance Application

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Abstract. This study aims to determine the description of the application of fingerprint electronic attendance at the Center for Early Childhood Education and Community Education in South Sulawesi. This research is a quantitative descriptive. The study population was all employees, amounting to 136 people because of the large population, this study conducted 50 percent sampling so that the sample was 68 people. The techniques used in data collection are observation, questionnaires, interviews, and documentation. Data analysis is presented through a frequency table and processed through a score calculation technique. The data analysis technique in this study uses the percentage formula. The results of this study indicate that the effectiveness of the application of fingerprint electronic attendance at the Center for Early Childhood Education and Community Education in South Sulawesi has been implemented very well or very effectively. These results are seen from the aspect; target achievement, adaptability, job satisfaction, responsibility.

1. Introduction
Discipline is very important both in the family environment, government bureaucracy, and educational institutions [1]–[4]. Civil servants are required to have high discipline [2], [5], [6]. Civil servants must obey all existing regulations [5], [7], [8]. To measure the level of their discipline, one way is to look at their daily attendance when they come and go home. Attendance is evidenced by attendance or attendance list. Attendance filled with an autograph when arriving and an autograph when coming home. Not all at once, not engineering, and also not just full because it was signed at the same time. To avoid the possibility of signature violations/fraud, which is an indicator of work discipline, the government issued a policy, namely to use electronic attendance machines (fingerprint) to replace the manual attendance system that has been happening so far. This policy refers to the enactment of Government Regulation No. 53/2010 concerning the discipline of Civil Servants [9].

Since the issuance of this regulation, the government bureaucracy, and educational institutions have switched to using an electronic attendance system. This regulation wants every civil servant to behave in a disciplined manner by obeying every policy set by the government. The discipline of Civil Servants as described in the above regulations is the ability of Civil Servants to comply with obligations and avoid the prohibitions specified in statutory regulations and or official regulations which if not obeyed or violated are subject to disciplinary action. Civil servants are required to come to work and comply with the working hour's regulations. As in Law number 43 of 1999 concerning amendments to law number 8 of 1974 concerning the principles of employment, a disciplinary regulation is a regulation that makes obligations, prohibitions, and sanctions, if the obligation is not obeyed or the prohibition is violated. To ensure order and the smooth execution of duties, without prejudice to the provisions in the criminal law, civil servants will be disciplined. [10].

However, the problem is whether the implementation of the electronic attendance policy (fingerprint) that has been implemented by the work unit has been going well following the provisions or is the implementation still halfway. To know this, of course, there must be physical evidence, which can be in the form of a recap of attendance or a source of information that sees that civil servants in certain areas
have good discipline. After making a hiatus, immediately went to work and went home too. If we look at the old attendance list system manually, filling in the attendance list could have been done by engineering. For example, Employee A comes at 09.00 but writes it in the attendance list at 07.30. This is considered true and cannot be challenged because no system controls it. By using electronic timesheet, clocks of arrival and return will be recorded directly and employees cannot reproduce them. Unless the device is damaged, manual attendance will still be used.

An electronic timesheet is a technology-based tool that has been set automatically and all employee data has been entered in it so that it can automatically input employee attendance and return so that there are no more fake attendances [11]–[14]. This tool cannot be engineered. Electronic attendance is through fingerprints and the face (face print) [14]–[18]. In 2012, almost all government agencies and educational institutions implemented an electronic attendance system. This system replaces the manual system timesheet that is signed by employees. The manual timesheet system is considered ineffective because it takes a little longer and can be manipulated [14], [19]–[22]. So, a regulation on the order to use the electronic attendance system was issued. With this system, the government believes that the level of discipline and performance of civil servants will increase.

2. Method

The approach used in this research is a quantitative method approach. The quantitative research method is a research method based on the positivism philosophy, which is used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, to test predetermined hypotheses [23].

This type of research used in this research is descriptive research. Descriptive research is research to describe the social phenomenon or phenomenon under study by describing the value of the independent variable, either one or more (independent) variables based on the indicators of the variables studied without making comparisons or linking the variables studied for exploration and clarification. with the variables studied. The population in this study were 136 employees of the Center for Early Childhood Education and Community Education Development in South Sulawesi. Because of the large population, 50% of the employees were selected to be sampled using a side stratified random proportionate, so that the sample became 68 respondents. The data collection techniques used were questionnaires, observation, and interviews. The data analysis used is the percentage technique.

3. Results of research and discussion

3.1. Research Result

The Center for Early Childhood Education and Community Education in South Sulawesi has implemented a fingerprint machine since 2014 in improving employee discipline, especially in terms of attendance. Also, the application of the fingerprint machine is to make it easier to control the attendance of employees who used to use manual attendance, which may still be manipulated. In general, the research results can be seen in Table 1.

| Indikator            | n   | N   | %    | Kategori     |
|----------------------|-----|-----|------|--------------|
| Target Achievement   | 2360| 2720| 86.76| Very effective|
| Adaptability         | 1265| 1360| 93.01| Very effective|
| Job satisfaction     | 1119| 1360| 82.27| Very effective|
| Responsible          | 1425| 1700| 83.82| Very effective|
| Total                | 6169| 7140| 86.40| Very effective|

Table 1. Overview of Research Results

Source: Data Analysis Results

3.1.1. Target Achievement.

Based on the results of research through questionnaires and observations made by researchers, it is evident that the target achievement at the Center for Early Childhood Education Development and Community Education in South Sulawesi has been achieved very very effectively. This is supported by the results of data analysis on the target achievement indicators described in 8 (eight) statements, which state that employees come to the office on time, employees return from the office on time, employees complete work on time, employees work according to working time. that has been determined, employees do not perform absent care, employees do not register attendances, recapitulate attendances every day, and impose
sanctions on employees who violate time discipline, have been achieved with a percentage level of 86.76 percent, and are in the very effective category. The results of this study are also supported by the results of interviews with the Management Analyst of the Center for Early Childhood Education Development and Community Education in South Sulawesi, Mrs. Muflihah Razak, S.KM, revealed “...after the implementation of the fingerprint electronic absence, the employee attendance rate was more effective. This is due to changes in manual absences that previously could still be manipulated, in fingerprint absences used system fingerprints so that manipulated absences no longer occurred”. This is relevant to observations made by researchers, where researchers saw that the majority of employees of the South Sulawesi Early Childhood Education and Community Education Development Center came to the office on time and made attendance on the fingerprint absences located near the entrance and some employees came through from the appointed time.

3.1.2. Adaptability
Based on the results of research through questionnaires and observations made by researchers, it is evident that the adaptability of employees at the Center for Early Childhood Education Development and Community Education in South Sulawesi has been achieved very effectively. This is supported by the results of data analysis on the adaptability indicator described in 4 (four) statements, which state that employees can adjust to changes in attendance from manual to electronic, employees are used to always being disciplined, employees can use fingerprint electronic attendances and employees can operate electronic fingerprint attendances have been achieved with a percentage rate of 93.01 percent and is in the very effective category.

This answer is reinforced by the results of interviews with the technical personnel of BP PAUD and South Sulawesi Community Education, Mr. Tri Wijaya Darwin, S.Pd., M.Pd., revealed “adjusting to the change of absence from manual to electronic was initially hard, complained because at the time of doing attendance and at that time it was immediately read automatically at the center, but gradually socialization was carried out so that employees could adapt well to changes in attendance”. This is relevant to the results of the observations made, it appears that employees can use fingerprint electronic attendance because the use of this attendance system is relatively simple and practical, just stick your fingers on the fingerprint machine sensor, the employee's attendance will be recorded in the existing system.

3.1.3. Job Satisfaction
Based on the results of research through questionnaires and observations made by researchers, it is evident that the job satisfaction of employees at the Center for Early Childhood Education and Community Education in South Sulawesi has been achieved very effectively. This is supported by the results of data analysis of respondents' answers to the indicators of job satisfaction which are described in 5 (five) statements, which state that employees are enthusiastic in carrying out their work, employees have high motivation to work on time, employees are comfortable in working and employees are rewarded, or rewards from superiors for discipline both in terms of attendance and in work, have been achieved with a percentage level of 82.27 percent and are in the very effective category.

As for the results of interviews with the Management Analyst of the Center for Early Childhood Education Development and Community Education of South Sulawesi, Mrs. Muflihah Razak, S.KM, revealed, “The implementation of fingerprint electronic absences not only motivates employees to come on time but also motivates employees to be enthusiastic about working, this is evident from the Employee Performance Targets that achieved maximum value”. Furthermore, it was also disclosed that disciplined employees will be rewarded, employees will receive a performance allowance. Whereas for disciplinary sanctions, namely given a warning letter according to the level of staff absenteeism and given to the superior to be given a policy. As for the social sanctions, usually, the leadership asks for a monthly absentee recap and usually, lazy employees will be posted to the office group Whatsapp.

3.1.4. Responsible
Based on the results of research through questionnaires and observations made by researchers, it is evident that the indicators of the responsibility of employees at the Center for Early Childhood Education Development and Community Education in South Sulawesi have been achieved very effectively. This is supported by the results of data processing and analysis of respondents' answers to the responsibility indicators described in 5 (five) statements, which state that employees have an increase in completing their mandates, employees work immediately after taking attendance, employees do not leave the office during working hours, not a work affair, employees are capable of solving problems and employees always obey
the stipulated regulations which have been achieved with a percentage rate of 83.82 percent and are in the very effective category. Based on the results of observations, the majority of employees not only come to the office early for attendance but also work immediately after making attendance. With the presence of fingerprint attendance, there is an increase in completing the work/mandate given to employees. Employees who are accustomed to discipline will also have an impact on the quality of their work. However, it cannot be denied that there are still employees who leave after carrying out the attendance process for various reasons then a control book is made for employees who want to leave the office who are not office matters so that the reasons can be found. Based on the results of interviews with the Management Analyst of the Center for Early Childhood Education Development and Community Education in South Sulawesi, Mrs. Muflihah Razak, S.KM stated that "The fingerprint electronic attendance system is only done 2 times a day, namely when coming and going home. In the middle there is none, for example during the hour after break, therefore there are still employees who come in and out of the office outside of break hours. A special application has been made for employees who want to leave the office which is not official business but it has not been running optimally ".

3.2. Discussion

3.2.1. Target Achievement
Target achievement is the extent to which the target can be set by the organization and can be realized properly. This can be seen from the extent to which the implementation of organizational goals in achieving targets is following the objectives that have been set. The achievement of targets is the attainment of attendance, employee work productivity, ease, and comfort in the attendance process, and accurate and systematic attendance reports.

3.2.2. Adaptability
The success of an organization is seen from the extent to which the organization can adapt to the changes that occur both from within the organization and outside the organization. Adaptability is the ability of employees to adjust themselves internally, in this case, the ability of employees to use or operate fingerprint electronic attendance. The ability to adapt is the ability of employees at the Center for Early Childhood Education and Community Education Development in South Sulawesi to get used to the changes, namely changes in manual attendance to electronic. Not only using but employees must also be able to operate existing applications in the fingerprint attendances.

3.2.3. Job Satisfaction
A condition that is felt by all organizations that can provide comfort and motivation for improving organizational performance. the focus of this element is the work and the appropriateness of the rewards or the incentive system applied to members of the organization who excel and have done work that exceeds the existing workload. Besides, it can also be interpreted that job satisfaction is the enthusiasm and comfort of employees at work and the appreciation they get from superiors. The enthusiasm and comfort that employees have in doing work will have an impact on the quality of work produced. Besides, awards or rewards given by superiors for employee success will also be a separate motivation for employees to further improve their quality. With the implementation of fingerprint electronic attendance, of course, it is expected that employee job satisfaction will increase, meaning that time discipline, in this case, attendance, will be directly proportional to the quality of work produced. Discipline both in terms of attendance and work will certainly get a special appreciation from the superior, both in the form of work allowances and verbal appreciation.

3.2.4. Responsible
The organization can carry out the mandate it has carried out following the provisions that have been made previously and can face and resolve problems that occur with its work. Responsibility is the ability of employees to complete their mandated work on time and not to go out of the office during working hours. Employee responsibility is a form of employee dedication to their obligations. Employees are required to always obey all the rules that have been set, for example coming to the office on time and immediately working after doing the attendance process, and not going out of the office outside of break hours. Besides, employees are also expected to have improvements in completing their mandates and be able to solve problems. The Center for Early Childhood Education and Community Education in South Sulawesi has implemented fingerprint electronic attendance and is expected to increase employee responsibility, both in terms of time and work discipline.
4. Conclusions

Based on the results of the analysis and discussion, the results of the study can be concluded that the effectiveness of the application of fingerprint electronic attendance at the Center for Early Childhood Education Development and Community Education of South Sulawesi is in the very effective category. This can prove that at this Balai, the application of fingerprint electronic attendance has met target achievement, adaptability, job satisfaction, and employee responsibilities. The effectiveness of the application of fingerprint electronic attendances at the Center for Early Childhood Education Development and Community Education in South Sulawesi can be seen from 4 (four) aspects that are assessed, namely: the achievement of targets, categorized as very effective, adaptability, categorized as very effective, job satisfaction, categorized as very effective, responsibility, categorized as very effective.

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