

# *The Effect of Fingerprint Absence and Work Discipline on Teacher's Performance*

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**Abstract** – This study was conducted with the aim to determine the effect of fingerprint and work discipline absences on the performance of teachers of State Junior High Schools in Seberang Ulu 1 Palembang. The method used in this research is quantitative descriptive method. The sample in this study was determined by purposive sampling technique so that there were three sample SMPs being sampled, namely Palembang 35 Public Middle School, Palembang 7 Public Middle School and Palembang 15 Public Middle School. The results obtained from this study are the use of fingerprint attendance otherwise can increase teacher work discipline and have a positive and significant effect on teacher's performance. Work discipline is stated to have a positive and significant effect on teacher's performance. Simultaneously the two independent variables (fingerprint attendance and work discipline) have a positive and significant effect on teacher's performance.

**Keywords** – Fingerprint, Work Discipline, Teacher's Performance

## I. INTRODUCTION

At present, changes occur in all aspects of life. This is one of the consequences of modernization and the rapid advancement of information technology. The most affected aspect is the education aspect, both the education practitioner and the education system itself. Generally education is defined as a process that provides learning experiences so as to provide knowledge for students, which is expected to later be able to make students have the skills to solve the problems encountered.

Education is an effort that is consciously and planned carried out to create an atmosphere of learning or academic atmosphere and the process of implementing learning so that students can actively have the opportunity to develop their potential and have religious spiritual strength, have skills in self-control, have personality, and intelligence, have noble attitudes and behaviors, as well as other competencies needed for oneself, the surrounding community, as well as universal for the community called the state (Law Number

20 of 2003 article 1 paragraph 1; Lian et al, 2018; Tobari et al, 2018; Irmayani et al, 2018; Apriana et al, 2019).

The government has provided a clear explanation of education through the issuance of the Law on the National Education System (Number 20 of 2003), in principle it has described the objectives to be achieved through education. In order to obtain optimal educational achievements, the parties concerned continue to develop and innovate in the hope that these goals can be achieved. The innovations made are not always in the form of innovations during the learning process, but innovations that also support pre-learning.

Pre-learning is meant is the readiness of educators to provide learning. First defined the meaning of educators, in chapter I in the law governing the National Education System in particular article 1 (6) it can be described that meant by educators, namely individuals who have specific qualifications or competencies such as educators, counselors, tutor in the learning process, widyaiswara or

quality assurance of education, tutors who can come from peers, instructors, and facilitators, even given the opportunity if there are other designations according to their specificities, and actively participate in the organization of education actively (Renata et al, 2018; Salwa et al, 2019; Khasanah et al, 2019).

To achieve the goal of education nationally, various efforts must be made, one of which is to optimize discipline in managing time. Educators or teachers who teach in junior high schools, especially those with the status of Seberang Ulu District 1 in Palembang are mostly State Civil Apparatuses (ASN) whose discipline has also been regulated in Government Regulation No. 53 of 2010 concerning Discipline of Civil Servants. Government Regulation Number 53 in the first chapter of article one paragraph one states that the discipline of Civil Servants is the ability agreed upon by Civil Servants to obey obligations and stay away from and not do the prohibited things specified in the regulations listed in the law and/or a regulation regarding official service, which if the employee is not obeyed or violated, will be disciplined according to the type of violation committed.

Furthermore, in article 3 paragraph (11) in Government Regulation No. 53 it is stated that each state civil apparatus must come to work and obey the provisions regarding working hours. Even if it violates the regulation, disciplinary sanctions even administrative sanctions that lead to dismissal can be applied to civil servants.

As an effort by the educational institution to improve its administration of education, several innovations to support performance continue to be made. Forms of innovation include the application of fingerprint attendance, by using digital attendance like this, it is expected that the discipline of civil servants or state civil apparatus especially educators can be optimized.

Attendance to use fingerprint is intended that the list of attendance of educators is recapitulated in digital systems. More clearly about fingerprint is the process of gathering attendance data using a special machine. A fingerprint machine is hardware that is used to export data quickly and accurately such as employee attendance, or to open a door or room so that it can only be opened by people who have fingerprints according to the database. Fingerprint can also be defined as an application that is designed to provide the required information quickly and accurately through verification contained in a fingerprint.

Fingerprint machine is a type of attendance machine using employee attendance as a method of fingerprint

detection. Fingerprint identification is a process of comparing two examples of human fingerprints to determine whether they are from the same individual. (Compiling T., Fingerprint and RFID Machines, 2019: 1). The presence of fingerprint attendance is expected to be able to optimize the discipline of educators at State Junior High Schools who teach in Seberang Ulu District 1 Palembang.

Discipline is a word that describes the accuracy of something and is often heard in everyday life. This word has become popular and is a topic that continues to be discussed. Discipline is a binding rule that has an influence on the order of personal and group life. Discipline comes from the soul as a result of the urge to obey the order, even though sometimes discipline also grows because of a work environment that supports discipline to continue to be carried out. Therefore, discipline can be referred to as an order, i.e. regulation (adherence) to a rule that has been set together. Being disciplined means having the attitude to obey (obey) existing rules or rules that have been set (Djamarah, 2002: 35; Wandasari et al, 2019).

Discipline is an attitude designed to help individuals able to deal with the environment, through discipline a person will be better able to deal with everything that happens in the community. The use of fingerprint attendance (fingerprint) and the value of discipline that is applied by the teacher is expected to have even more optimal performance. As the definition of performance delivered by Fahmi (2017: 75), that is, as a result obtained by an organization both the organization is looking for profit as an orientation or orientation that is not looking for profits generated during a certain period of time. Therefore, researchers find it appropriate to conduct research through the variables as described.

A similar study was conducted by Sina in 2016, focusing on the effectiveness of fingerprint attendance in improving work discipline at the rector's staff at Mulawarman University, Samarinda. The research results obtained were initially absent manually used by the University of Mulawarman, but with a variety of problems and fraud that occurred then made adjustments using fingerprint attendance, so that discipline can be increased and if it does not comply then punishment has been prepared according to the rules applicable.

Another study was conducted by Maliah & Saputra in 2016 with the title research on the effect of the effectiveness of fingerprint attendance on employee discipline in the industry and trade department of South Sumatra Province. The results obtained indicate that there is a significant

influence between the effectiveness of fingerprint attendance and employee discipline at the Department of Industry and Trade of South Sumatra Province.

Based on the description above, the researcher feels it is important to conduct similar studies on different objects and periods. The object of this research is the application of fingerprint attendance for teachers in Seberang Ulu 1 Palembang, with three junior high schools as research objects, namely 35 State Junior High Schools, State 7 Junior High Schools and Palembang 15 Public Middle Schools. From the description of the things that are considered important to support this research, the focus of this research is narrated and is prioritized on the influence of fingerprint absences and work discipline on the performance of teachers of state junior high schools in Seberang Ulu 1 Palembang.

## II. LITERATURE REVIEW

According to Riadi (2014: 1) fingerprint attendance is the development of the implementation of attendance so that it is able to be integrated in managerial implementation in a company or agency. Fingerprint is a structure in genetics that contains patterns and very details or signs that are found in every individual or human and cannot be erased or changed structurally. Fingerprints can also be likened to a barcode or a characteristic of human self-loyalty which indicates that humans have a special or unique identity and therefore it will be difficult to find the same character in each individual. Fingerprints have very specific properties, permanent or permanent and do not change and are easily classified through the use of technology (Misbach, 2010: 47).

Suyadi further (2010: 103) states that fingerprints are a skin structure found in the palm of the hand or foot covered by small raised lines and are known as friction joints. Fingerprint has a high level of accuracy even reaching 90 - 95% and can not be affected by any condition does not even change even until the human condition is no longer lifeless.

To comprehensively understand the definition of work discipline, each word should be defined first. According to Hartati (2014: 34), Disciple is the origin of the word discipline, which means "follower" or "adherent", "teaching", "practice" and so on. Discipline is a condition that makes people in the organization have a submissive attitude and obey the rules that have been made and agreed upon. Martoyo (2000: 74), the word discipline means "the practice or education of politeness and spirituality and the development of character". Based on these definitions, the direction and objectives of the discipline are basically

"harmony" and "fairness" in the life of groups or organizations, both formal and informal organizations.

According Sinambela (2018: 93) discipline is a compliance with a certain rule or instruction set by the organization. Discipline is the process used to solve performance problems; this process involves the leader to identify and communicate performance problems to employees. Rosidah (2003: 13) states that discipline is a procedure used to make corrections or determine penalties against subordinates due to violations of regulations or procedures or existing provisions.

Work discipline and use of fingerprint attendance is done in order to improve teacher's performance. Performance is a word to describe the results or results obtained from the activities carried out. The term performance comes from the English "performance" whose origin is said to perform, so etymologically has some appropriate input or definition, namely: 1) enter, run, implement; 2) fulfill or carry out obligations; 3) describe a character in a game; 4) carry out or perfect responsibilities; 5) do something expected by someone (Wikipedia, 2019: 1). According to Tobari (2016) performance can be defined as the results of one's work through a management process or an organization as a whole where the results of the work can be demonstrated through concrete and measurable evidence.

To support the implementation of this research, there are a number of previous studies that have been referred to, including research conducted by Sina in 2016; Maliah and Saputra in 2016; Badruddin in 2014; Gandhi in 2017; Maeyasari in 2012; Ellianur in 2018; Utari and Rasto in 2019; Harlie in 2012; Sidanti in 2015 and Syafrian in 2017.

## III. METHODS

The approach used in this study is a quantitative research approach. Quantitative research is often also referred to as research that uses the number method to describe an object or variable by using number numbers as part of measurement. A quantitative approach was used to measure the variables in this study (variable X and variable Y) which then sought the relationship between these variables.

The population in this study were all teachers who teach at SMP Negeri located in Seberang Ulu 1 District, Palembang. The sampling technique is used by researchers as the needs and ability of conducting research. The technique used in determining the sample is purposive sampling, which means the sample is taken in accordance with research needs. For this reason, the sample used in this study were teachers who taught at SMP Negeri 25

Palembang, SMP Negeri 7 Palembang and SMP Negeri 15 Palembang.

The data used in this study were sourced from primary data and secondary data. To obtain these data, several data collection techniques are used, namely using questionnaires, observations, documentation, and literature studies. The instruments used in the research questionnaire were first tested for their validity and reliability through expert validation testing and construct validation through trials that were tested with statistics. The instrument used in this study was declared valid and reliable.

Analysis of the data used in this study is through regression testing. To do regression testing, classical assumptions are tested first to determine the exact formula or testing of the research hypothesis. For this reason, the regression analysis used in this study is simple and multiple regression.

#### IV. RESULTS AND DISCUSSION

Firstly it was described that the results obtained from descriptive statistics that the average percentage of teacher attendance in the study sample were 87.89% for Palembang N 35 Middle School, 87.88% for Palembang N 7 Middle School, and 87.95% for NN 15 Middle School Palembang. Regarding teacher work discipline, the average score obtained in each study sample was 79.70% for Palembang N 35 Middle School, 80.45% for Palembang N 7 Middle School and 79.85% for Palembang N 15 Middle School. As for the performance of the largest teachers on average there are in Palembang N 7 Middle School that is 80.42%, then Palembang N 35 Middle School at 80.38% and Palembang N 15 Middle School at 80.14%.

Before testing a hypothesis, a pre-requisite testing is done first, intended as a determinant of the appropriate analysis used so that the results obtained are not biased. The pre-requisite test used in this research is data normality test and data heteroscedasticity. Data normality testing in this study was carried out through the SPSS program, data normality was tested through the Kolmogorov-Smirnov (KS) test. The results of the tests that have been carried out are the significance value of 0.181 which means  $> 0.05$ , and it is clear that the normality criteria for data distribution have been fulfilled. So these results confirm that the analysis can be done with parametric statistics. In addition to the data normality test, the researchers also tested heteroscedasticity to assess whether there was a variance in residual variance for all observations in the linear regression model. The results of heteroscedasticity testing in this study did not

occur heteroscedasticity problems in the data used in this study.

Based on the results of tests that have been carried out, it is known that the value of  $t$  for the fingerprint attendance variable is  $16.754 > t$  table which is 1.9817 which means that the application of fingerprint attendance has a positive and significant effect on teacher's performance. Furthermore, an analysis of hypothesis testing can also be done by looking at the significance value of  $0.000 < 0.05$ . The magnitude of the relationship between the application of fingerprint attendance with teacher's performance of 84.8%, and included in the category of a very strong relationship. The coefficient of determinant or the magnitude of the influence of the fingerprint absenteeism variable on teacher's performance is 71.8% which means it has a very high effect.

The testing of work discipline variables on teacher's performance is done, the result is  $t\text{-count} > t\text{-table}$ ;  $15.015 > 1.9817$  thus work discipline has a positive and significant effect on teacher's performance. The magnitude of the correlation coefficient or the magnitude of the relationship between work discipline with performance is 82.0%. The magnitude of the relationship, included in the category that is very close. The determinant coefficient or the magnitude of the influence of work discipline variables on teacher's performance is 67.2% which is included in the high category.

Based on the analysis of simultaneous testing, the  $F\text{-count}$  value of  $222.665 > F\text{-Table}$  of 1.3664 is obtained, which means that there is a positive and significant influence of fingerprint attendance and work discipline on teacher's performance. The correlation coefficient or the magnitude of the relationship between the two independent variables (fingerprint absence and work discipline) with the dependent variable (teacher's performance) of 0.896 or 89.6% which is categorized as a very strong relationship level. For analysis of the determinant coefficient or the magnitude of the influence of the independent variables together on the dependent variable is 0.803 or 80.3% and is included in the category of very high influence.

From the results of the study which states that each alternative hypothesis in each hypothesis test is declared accepted or defined as a positive and significant influence of the independent variable on the dependent variable. That way, the statistical hypothesis or null hypothesis in each test is declared rejected. Proof has been carried out as the results have been described in the sub-results of the study. Furthermore the value of the influence of the independent variable on the dependent variable is also stated to be very

high. This can happen because in principle someone who has high discipline will get good results. Because every activity is always carried out on time, so the potential to get better results will continue to exist.

The results of this study reinforce the studies that have been done by previous researchers, such as those conducted by Hadiati (2018), Rifah (2016), Maeyasari (2012), Sina (2016), Maliah and Saputra (2016) and Gandhi (2017) ). The results of research conducted by researchers of course there are weaknesses and shortcomings, this is because there are many factors that affect among them are limitations in the time of conducting research, limited funds to conduct research and limitations in the ability of researchers in conducting research. However, despite the shortcomings and limitations, the results of this study can still be used as reference material and input to stakeholders in order to take appropriate and appropriate policies.

## V. CONCLUSION

The conclusion of this study states that the use of fingerprint attendance is stated to increase teacher's work discipline and have a positive and significant effect on teacher's performance. Work discipline is stated to have a positive and significant effect on teacher's performance. Simultaneously or together the two independent variables (fingerprint attendance and work discipline) have a positive and significant effect on teacher's performance.

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