

The Effect of Finger Print Computer Based Management Information System on Work Discipline by State Civil Apparatus at the Department of Community Empowerment and Village in Lamongan District

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*Corresponding author: Ariefah Sundari
Universitas Islam Darul Ulum Lamongan, Indonesia**Abstract****Original Research Article**

This study aims to determine the effect of the Fingerprint Computer-Based Management Information System on the work discipline of civil servants at the Office of Community Empowerment and Village District, Lamongan. The research method used by the researcher is the Explanatory Research approach. With a sample of 54 from the population. Data analysis using SPSS 25 to find regression results and classical assumptions from the data. Determination of the Fingerprint (X) Computer-Based Management Information System has an effect on work discipline. Based on the results of the analysis, the tcount value is 3.286 with a Sig value of 0.002. This indicates that the tcount value is greater than the ttable value of 2,007. The comparison between tcount and ttable results in $3,286 > 2,007$ or $tcount > ttable$. While the comparison of the significance value obtained is $0.002 < 0.05$.

Keywords: Fingerprint Computer-Based Management Information System and Work Discipline.

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PRELIMINARY

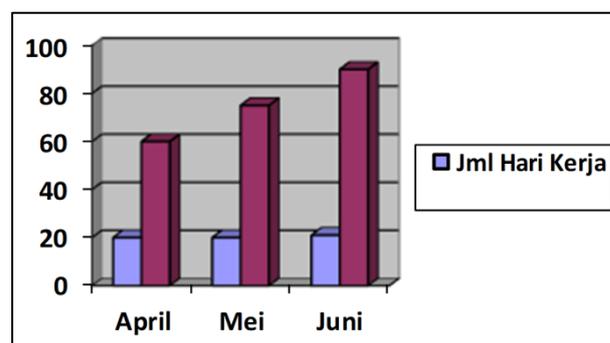
The development of science and information technology in the current era of globalization looks very rapid. For now, global influence is also felt in the fields of economics and management which are closely related to technology, namely with the emergence of sophisticated technological equipment that facilitates human efforts to increase motivation and productivity to face competition between companies or institutions.

Utilization of management information systems which are considered less than optimal by Civil Servants of the Lamongan District Community and Village Empowerment Service, can be seen from the sophisticated computerized system owned by the management of the Lamongan District Community and Village Empowerment Service but is not accompanied by the ability of employees in operating system devices the computer. So that the management information system at the Lamongan District Community and Village Empowerment Office is still not being used optimally.

Human Resource Management (HRM) is a management and utilization of existing resources in individuals (employees). The management and

utilization are developed optimally in the world of work to achieve organizational goals and individual employee development.

The Activity of State Civil Apparatus at the Community and Village Empowerment Service, in Lamongan District



Gambar 1.

From the graphic data above, it can be concluded that there are differences in the level of activeness of State Civil Apparatus at the Community and Village Empowerment Service in Lamongan Regency, when fingerprint attendance is applied. With

the conclusion increasing from April to June 2021 and for researchers it is very interesting to study.

From the background above, the authors want to know the Discipline of the State Civil Apparatus with the application of fingerprint attendance at the Community and Village Empowerment Service in Kab. Lamongan is the focus of research. And the researcher gave the title to this study "The Effect of Finger Print Computer-Based Management Information System on Work Discipline of State Civil Apparatus in the Community and Village Empowerment Service of Lamongan District".

Formulation of the Problem

- Does the Fingerprint Computer-Based Management Information System affect the work discipline of the State Civil Apparatus at the Community and Village Empowerment Service in Lamongan Regency?

Research Purposes

- To find out whether the Fingerprint Computer-Based Management Information System has an effect on the work discipline of the State Civil Apparatus at the Community and Village Empowerment Service in Lamongan Regency.

LITERATURE REVIEW

Human Resource Management

Management is working with people to achieve organizational goals with the functions of planning (planning), organizing (organizing), preparation of personnel or staffing (staffing), direction and leadership (planning), and supervision (controlling). Meanwhile, human resource management can be defined as a management and utilization of existing resources in individuals (employees). The management and utilization are maximally developed in the world of work to achieve organizational goals and employee individual development.

Management Information System

In terms of terms, management information system consists of three words, namely (1) system, (2) information (3) management. Many definitions are

made by people to explain the meaning of the system. However, in general the definition illustrates that the notion of a system contains connotations, namely objects or entities, and processes or methods. Schrode and Voich (1974) in their book entitled Organization and Management: Basic Systems Concept, for example, state that the system is a "whole composed of several parts" (a unit composed of an element).

Fingerprint Attendance

Fingerprint attendance is an activity or routine carried out by employees to prove themselves present or not present at work in an agency (Erna, 2012). This absence relates to the application of discipline determined by each agency. One application of technology to achieve the goal of improving employee discipline is to apply fingerprint attendance at an agency.

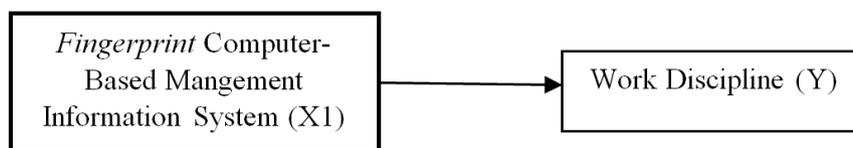
According to Moch Tofik (2010), providing an explanation that fingerprint is a technology that supports attendance purposes, which includes entry, data storage of incoming and outgoing hours, processing the data into a report that can later be used for making policies carried out by the government leader.

Work Discipline

The definition of work discipline is an order or regulation made by the management of an organization, ratified by the board of commissioners or owners of capital, agreed upon by the union and known by the Department of Manpower and so on, people who are members of the organization are subject to the existing rules with pleasure. heart, so that it is created and formed through the process of a series of behaviors that show the values of obedience, obedience, order, and order.

Conceptual Framework

Conceptual framework is a description and visualization of the relationship or relationship between concepts or variables to be observed or measured through research to be carried out (Notoatmodjo, 2012). So that the framework of this research can be described as in the following figure:



Keterangan :

- X = Dependent Variabel
- Y = Independent Variabel
- = Partial Influence

RESEARCH METHODS

Research Approach

In this study, researchers used quantitative research. According to Sugiyono (2017:8) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing hypotheses that have been established.

In this study, the research method used by the researcher is the Explanatory Research approach which aims to explain the relationship between two or more symptoms or variables Hartono (2018: 109).

Place and Time of Research

The place of this research is in the Community and Village Empowerment Service which is located in Lamongan District. This research was conducted from May to July 2021

Research Object

The subject in this study is the State Civil Apparatus at the Village and Community Empowerment Service in Lamongan District.

Population, Sample

In this study the population is all State Civil Apparatus in the Community and Village Empowerment Service in Lamongan District. According to the data, there are 54 employees of the State Civil Apparatus of the Community and Village Empowerment Service.

According to Arikunto (2014) that the determination of sampling is if the subject is less than 100, it is better to take all so that the study is a population study. So the number of employees to be studied is as many as 54 people.

RESEARCH RESULTS

Data Analysis

1. Validity Test

All research variable items have r count $>$ r table, namely at a significant level of 5% or ($\alpha = 0.05$) and $n = 54$ ($n = 54 - 2 = 52$) obtained r table = 0.268 then it can be seen that r count for each items $>$ 0.268. The results of the data validity test can be seen in the following tables:

Table 1: Validity Test Results

Variable	Indicator Items	R Count	R table	Description
Fingerprint Computer-Based Mangement Information System (X)	X1	,698	0,268	Valid
	X2	,797	0,268	Valid
	X3	,835	0,268	Valid
	X4	,749	0,268	Valid
Work Discipline (Y)	Y1	,663	0,268	Valid
	Y2	,637	0,268	Valid
	Y3	,437	0,268	Valid
	Y4	,625	0,268	Valid
	Y5	,607	0,268	Valid
	Y6	,528	0,268	Valid
	Y7	,576	0,268	Valid
	Y8	,579	0,268	Valid

2. Reliability Test

The results of reliability testing can be seen in the following table:

Table 2: Reliability Test Results

No	Variable	Cronbach's Alpha	Description
1	Fingerprint Computer-Based Mangement Information System (X)	,765	Reliable
2	Work Discipline (Y)	,711	Reliable

3. Simple Linear Regression Analysis

In this study, using SPSS for windows statistical program tools to facilitate the process of processing research data from the program, output will be obtained in the form of processing results from the

data that has been collected, then the output of the data processing results will be interpreted and will be analyzed. After the analysis is carried out, then a conclusion is drawn as a result of the research:

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	T
		B	Std. Error	Beta	
1	(Constant)	24,967	2,849		8,763
	Sistem Informasi Manajemen Berbasis Komputer fingerprint (X)	,556	,169	,415	3,286

$$Y = 24,967 + 0,556X1$$

Where :

Y : Work Discipline

b : coefficient

X1 : Fingerprint Computer Based Management

Information System

e : Error

The constant is 24,967 with the coefficient of Computer-Based Management Information System fingerprint (X) is zero (0), then the work discipline is 24,967 units. This means that although the value of X to Y is zero (0), the value of work discipline is still there and positive.

The regression coefficient of fingerprint Computer-Based Management Information System (X) of 0.556 is positive, so each addition of one unit of Fingerprint Computer-Based Management Information

System score (X) will increase the work discipline score of 0.556 assuming other independent variables remain.

4. Classical Assumption Test

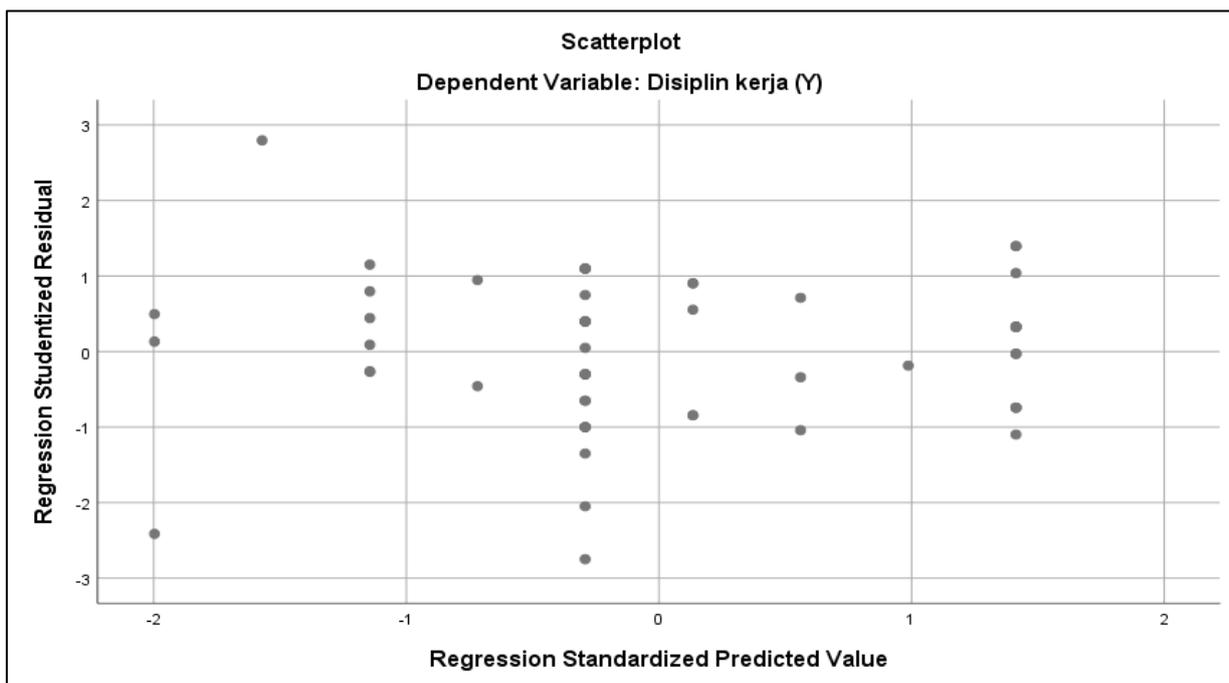
a) Multicollinearity Test

Based on the results of research that has been done can be obtained values:

Table 3: Multicollinearity Test Value

Coefficients ^a				
Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	,000		
	Fingerprint Computer-Based Mangement Information System (X)	,002	1,000	1,000

b) Heteroscedasticity Test



It can be seen from the picture above that the points on the scatterplot do not form a regular pattern, it can be concluded that there is no heteroscedasticity or in other words there is no homoscedasticity. The

classical assumption in this model is fulfilled, namely free from heteroscedasticity or homoscedasticity.

c) Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		54
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,86086916
Most Extreme Differences	Absolute	,089
	Positive	,072
	Negative	-,089
Test Statistic		,089
Asymp. Sig. (2-tailed)		,200 ^{c,d}

Based on the table above, the Asym value is obtained. Sig (2-tailed) is 0.200 which means it is greater than 0.05 so it can be concluded that the residual value generated is normal. So the regression model is feasible to use to predict the Computer-Based Management Information System fingerprint has a partial effect on

the work discipline of State Civil Apparatus Employees at the Empowerment Service Communities and Villages in Lamongan District.

5. Hypothesis Test (Partial T Test)

Model	Coefficients ^a				Sig.
	Unstandardized Coefficients		Standardized Coefficients	t	
	B	Std. Error	Beta		
(Constant)	24,967	2,849		8,763	,000
Sistem Informasi Manajemen Berbasis Komputer fingerprint (X)	,556	,169	,415	3,286	,002

Dependent Variable: Disiplin kerja (Y)

Hypothesis testing assesses the accuracy of the sample regression function in estimating the actual value. The hypothesis test consists of a partial test (t-test) because only 1 variable is as follows:

1. Hypothesis of Computer-Based Management Information System fingerprint (X)

Determination of the Fingerprint (X) Computer-Based Management Information System has an effect on work discipline. Based on the table above, the tcount value is 3.286 with a Sig value of 0.002. This

indicates that the tcount value is greater than the ttable value of 2,007. The comparison between tcount and ttable results in $3,286 > 2,007$ or $t_{count} > t_{table}$. While the comparison of the significance value obtained is $0.002 < 0.05$. This shows a level of significance that is

smaller than the error rate. Then H_0 is rejected and H_a is accepted, which means that the fingerprint (X) Computer-Based Management Information System has an effect on work discipline.

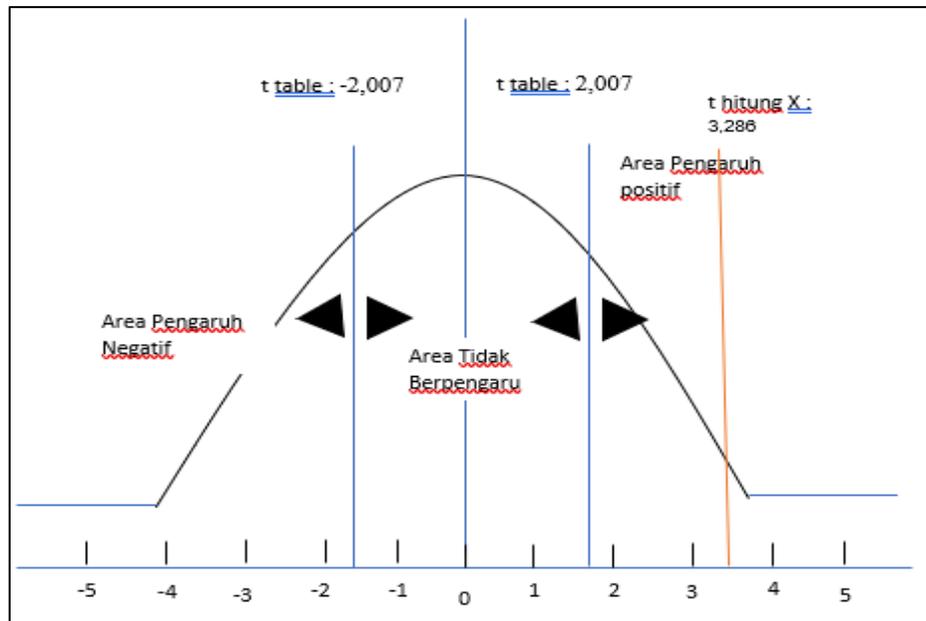


Figure 1: T. Test Curve

DISCUSSION

Fingerprint Computer-Based Management Information System Affects Work Discipline of State Civil Apparatus Employees, in the Community and Village Empowerment Service, in Lamongan District

Fingerprint (X) Computer-Based Management Information System affects work discipline. Based on the table above, the tcount value is 3.286 with a Sig value of 0.002. This indicates that the tcount value is greater than the ttable value of 2,007. The comparison between tcount and ttable results in $3,286 > 2,007$ or $t_{count} > t_{table}$. While the comparison of the significance value obtained is $0.002 < 0.05$.

Based on research conducted through distributing questionnaires to employees at the Community and Village Empowerment Service in Lamongan District the following indicators:

- Practical attendance, on this indicator it can be concluded that the Community and Village Empowerment Service in Lamongan Regency prefers to use fingerprints because it is easy to use.
- The accuracy of the attendance list, on this indicator it can be concluded that fingerprint attendance can be ascertained to have a high level of accuracy in recording employee absenteeism.
- There is no manipulation of attendance data, in this indicator it can be concluded that fingerprint attendance has a high security system so that data cannot be manipulated.

- Time effectiveness, in this indicator it can be concluded that employees at the Community and Village Empowerment Service in Lamongan Regency are able to carry out the effectiveness of the application of fingerprint attendance.

Of the four indicators, in accordance with the expectations and desires of employees so that practical attendance becomes the reason for employees to carry out Work Discipline.

In accordance with previous research according to Risfa Fadila, Maryani Septiana (2019) on the Effect of Finger Print Attendance System Implementation on Employee Discipline at the Batam Entrepreneurs Agency Security Directorate Command Headquarters, stated that fingerprint attendance has an effect on employee work discipline, because employee discipline is one measure of success. from an agency. Fingerprint attendance is a tool used to record the presence of an employee at work in a company or institution where the results of the fingerprint attendance recap are authentic evidence that is unquestionably true because it directly records the fingerprints of each user. In addition, according to previous research by Desmarini, Kasman Rukun (2020) regarding the Application of Finger Print Attendance to improve Employee Work Discipline. That finger print attendance has a positive effect on employee discipline. Discipline is an attempt to instill values or coercion so that the subject has the ability to obey a rule.

CONCLUSION

Based on the results of the research conducted, overall it can be concluded that the Fingerprint (X) Computer- Based Management Information System has an effect on the work discipline variable. Comparison of tcount with ttable, the results are $3,286 > 2,007$ or $tcount > ttable$. While the comparison of the significance value obtained is $0.002 < 0.05$.

SUGGESTION

For the Office of Community and Village Empowerment in Lamongan Diatrict

The results of this study indicate that the Fingerprint (X) Computer-Based Management Information System has an effect on positive work discipline variables, so the advice is to always improve and always maintain better. Because discipline is the responsibility of individual workers.

For the Next Researcher

Further researchers can develop this research by examining other variables that can affect work discipline such as facilities, motivation and compensation.

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