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IMPROVING EMPLOYEE PERFORMANCE THROUGH THE IMPLEMENTATION OF FINGERPRINT ATTENDANCE SYSTEM IN THE DEPARTMENT OF POPULATION AND CIVIL REGISTRATION OF SUMENEP DISTRICT

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1 IMPROVING EMPLOYEE PERFORMANCE THROUGH THE IMPLEMENTATION OF FINGERPRINT ATTENDANCE SYSTEM IN THE DEPARTMENT OF POPULATION AND CIVIL REGISTRATION OF SUMENEP DISTRICT

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ABSTRACT

Performance is the result of work or the achievement of achievements produced by employees from the quantity and quality of employees in carrying out work in accordance with the assigned tasks and functions according to the given responsibilities. If an employee is absent from carrying out his / her duties, it will have a significant impact on the performance given by the employee to an organization, agency or company. So to control this performance, fingerprint attendance is necessary. Fingerprint attendance is applied to control employee attendance that it can improve employee performance. Therefore, researchers want to know how to improve employee performance through the application of the fingerprint attendance system at the Department of Population and Civil Registration of Sumenep Regency. This type of research is descriptive and qualitative. The results showed that the fingerprint has functioned automatically and can be used by all employees of the Department of Population and Civil Registration in Sumenep. It has a tendency to influence employee performance. The application of fingerprint as a policy model in the work recording process in order to be more modern, practical and provide more effective recording, of course also has an impact on the quality and quantity of work that is in the civil registration office.

Keywords: Employee Performance, Attendance, Fingerprint

1. INTRODUCTION

In a company, one important factor that can create a developed company is human resources. Human resources can have a definition, someone who works or has the ability to be developed and is an important asset working to achieve the goals of an organization. Human Resources are important for organizations in carrying out their business activities (Anwar and Kurdi, 2020).

This is because humans are the driving force in every goal to be achieved in an organization. This is manifested in the human function as an employee, namely as a planner, implementer / actor and determinant of the achievement of organizational goals. Employees in carrying out or completing their work are required to have high work discipline.

One of the important aspects of employees in relation to company development is the performance of the employees themselves. Performance or work performance is the work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and seriousness and time (Handoko, 2011).

However, in its implementation, problems sometimes arise related to human resources in a company, so that it will affect the performance of employees. Therefore, supervisory measures need to

be carried out on ⁵ employees so that the goals of a company can be achieved.

In conducting supervision, one of the ways that a company can do is by monitoring the attendance list of employees. Currently, many companies have used a more modern system for recording attendance in order to achieve the goal of improving employee work discipline, which has started using fingerprint tools (Putra, 2018). According to Puspaningrum (2019), the fingerprint attendance machine is an attendance machine that uses fingerprints, where each person's fingerprint has a different shape, therefore the machine cannot be manipulated automatically.

The continuity and development of an organization is not only determined by its success in managing and managing human resources, but the ¹¹ success of an organization is also determined by quality human resources so that the organization can survive and compete with others (Astutik, 2017). In addition, the success of an organization is also influenced by good employee performance and the resulting work results in accordance with the duties and responsibilities of each employee's job.

This can see employee disciplinary action because employee discipline is one measure of the success of a company. Besides, discipline provides educational benefits for employees so as to result in good performance. Basically, discipline can describe the amount of a person's responsibility for a given task and efforts to control and supervise work need to be carried out continuously and consistently.

⁹ Government Regulation Number 53 of 2010 concerning Civil Servant Discipline is a milestone for the implementation of discipline for all civil servants within the scope of the Unitary State of the Republic of Indonesia. In order to create a clean and authoritative governance, of course it requires discipline of officials and personnel administration (Fadila and Septiana, 2019).

On the other hand, based on the Letter of the Minister of PANRB No ⁷ B / 2338 / M.PANRB / 06/2016 dated 27 June 2016 concerning the Use of Electronic-Based Attendance in Government Agencies, states "Optimizing the use of electronic-based attendance systems to avoid fraud and / or data manipulation, which relates to employee attendance "(Astadi Pangarso and Putri Intan Susanti, 2016).

¹ Application of the fingerprint attendance system in the Department of Population and Civil Registration of Sumenep Regency. In the use of fingerprint attendance, the problem found in the ² Department of Population and Civil Registration of Sumenep Regency is that the fingerprint verification carried out by employees is sometimes not recorded by a fingerprint machine so that employees are considered absent from work on that day.

2. METHOD

This study used a qualitative descriptive study. In determining the sample using the Slovin formula (Sani *et al.*, 2017) with a sample size of 50 people, so that the informants in this study include informants who know about policy, implementation and monitoring of finger print attendance. Data

obtained through direct observation to the research location, in-depth interviews, and review of documents relevant to the research objectives. The data analysis technique used qualitative analysis to provide a description of the social symptoms found in the study.

3. RESEARCH RESULTS AND DISCUSSION

The application of fingerprint technology at the Department of Population and Civil Registration of Sumenep Regency has been implemented since 2016. The application of this fingerprint is intended to facilitate monitoring of employee attendance at the Sumenep Regency Population and Civil Registration Service. The application of this fingerprint has not been able to have a significant positive impact at the beginning of its application on improving employee performance. However, with the application of fingerprints, it is used as a means of conducting disciplinary oversight by the leadership of the discipline of their subordinates.

The change in the application of attendance from manual to electronic is based on article 3 paragraph (11) of the Government Regulation of the Republic of Indonesia Number 53 of 2010 which states that every civil servant is obliged to come to work and comply with the provisions of working hours. The working hours that have been arranged are Monday to Friday at 07.00 and go home at 15.30. The application of attendance using this fingerprint makes employees at the Sumenep Regency Population and Civil Registration Service obey the stipulated working hours.

From the results of the research conducted, it can be explained that the application of fingerprint attendance at the Department of Population and Civil Registration of Sumenep Regency leads to organizational goals, namely increasing employee discipline. By increasing employee discipline it also improves employee performance at the Sumenep Regency Population and Civil Registration Service. Enforcement of fingerprints makes employees who are not actively entering the office become active in entering the office every day according to existing regulations. So that the achievement of the target in applying fingerprint attendance can be accomplished.

Looking at this description, it can be said that the application of fingerprint attendance at the Department of Population and Civil Registration of Sumenep Regency has a very good impact on the level of employee attendance. This can be explained that fingerprint attendance can have a very good and significant impact in increasing employee discipline, so that the performance and main tasks of employees can be completed properly according to what has been planned.

Changes in employee behavior and attitudes in discipline that result in better employee performance are also supported and influenced by the provision of income improvement allowances for employees who actively enter and return to the office according to the predetermined time. The use of this fingerprint attendance tool makes it easier to accumulate and monitor employee attendance for a certain period.

The application of fingerprint attendance can improve the performance of employees at the

⁴ Department of Population and Civil Registration of Sumenep Regency. This can be seen from the discipline of employees, arriving on time and returning from the office on time. The motivation of employees in improving performance is due to a reward from the Sumenep Regency Government regarding the provision of income improvement allowances for disciplined employees, so that services to the public can be carried out properly.

The giving of this reward really encourages employees to discipline themselves and improve performance. However, not all employees are aware of the importance of discipline and improving performance. Because, there are those who think that it has no impact on the punishment they get. Even though they are not disciplined in the accuracy of the arrival and return of working hours, it will not have too much impact on punishment, it will only have an impact on the receipt of benefits received.

Judging from the existing conditions, in this study, we get a picture that actually the application of fingerprint attendance has an effect on improving employee work discipline, even though it has not fulfilled the accumulated working hours obligation in one month as regulated in ⁴ Presidential Decree Number 68 of 1995 concerning Working Days in the Institution. Government.

For this reason, the study in this study explains that the impact of applying fingerprint attendance ² at the Department of Population and Civil Registration of Sumenep Regency can improve employee work discipline. However, the response of employees to the application of this fingerprint varies, including the suitability of the time and place of residence of the employee which causes delays in making absences. ¹² From the results of research studies that have been carried out, the application of fingerprint attendance is very good and needs to be developed by continuously improving the system and its rules.

⁶ 4. CONCLUSION

¹ Based on the description of the results and discussion in this study, it can be concluded that the application of fingerprint attendance at the Department of Population and Civil Registration of Sumenep Regency until now can have an effect on increasing discipline on employee attendance schedules. This is supported by the existence of rewards given to those who comply with the provisions of a predetermined schedule. So the application of this fingerprint attendance also provides an increase in the performance of employees ¹ in the Department of Population and Civil Registration of Sumenep Regency.

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