

The Effectiveness of Finger Print Attendance System in Improving Discipline of State Civil Apparatus at State Vocational High School 1 South Bulango, Bone Bolango Regency

Nuzlan Botutihe¹, Robin Pakudu¹, Nur Afni Karim²

¹Public Administration Study Program, Faculty of Social Sciences, Muhammadiyah University of Gorontalo, Indonesia

²Accounting Department, North Sulawesi School of Economics, Indonesia

**Corresponding Author: Nuzlan Botutihe*

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Abstract

This study aims to determine how effective the Finger Print Attendance System is in Improving ASN (State Civil Apparatus) Discipline at SMK Negeri 1 Bulango Selatan. The results showed that the Effectiveness of Finger Print Attendance System in Improving ASN Discipline in SMK Negeri 1 Bulango Selatan Bone Bolango Regency has been going well. This can be seen from the activity of ASN employee attendance at SMKN 1 Bulango Selatan, Gorontalo Regency through the finger print attendance system. In terms of the process of implementing the finger print attendance system, it has been running well and is in accordance with the procedure, apart from that in terms of facilities it is adequate. However, there are still a number of issues that are of concern to the school. Apart from this, the finger print attendance system as a whole can motivate to increase the discipline of ASN employees in the SMKN 1 Bulango Selatan environment, Bonebolango Regency.

Keywords: Effectiveness, State Civil Apparatus Discipline

Introduction

Development in Indonesia is intended to realize national ideals, namely protecting the entire Indonesian nation, promoting general welfare and educating the nation's life. The rapid national development in all fields of this reform era requires a reliable workforce. improvement of existing human resources in a professional manner. Professionalism requires a highly dedicated workforce, good morality, guaranteed loyalty and high work discipline (Picciotto, 2011). The implementation of development involving government employees or apparatus together with the people plays an important role, namely as implementers in carrying out development and as a driver of the pace of development in all fields.

The role of employees or state civil apparatus (ASN) is highly demanded in carrying out their duties in their respective fields to be more tenacious, skilled, agile, highly dedicated and towards an efficiency to be able to achieve the national goal of realizing a just and prosperous society that is equitable and sustainable both materially as well as spiritually. To be able to move or direct appropriately so that employees can work more efficiently in order to achieve the goals that have

been set in the organization effectively, the human element in the organization, especially employees or government officials needs to get serious attention from every organization. achievement of goals is largely determined by the abilities and skills of employees in addition to the ability to move and direct subordinates or employees of the leadership of the organization itself, besides that, commitment and discipline factors are also determinants of the success of an organization.

Discipline is very important for organizational growth, it is used primarily to motivate employees to discipline themselves in carrying out work both individually and in groups (Rahmah & Fatmah, 2018). In addition, discipline is useful in educating employees to comply with and carry out existing regulations, procedures, and policies, so as to produce good performance.

Lack of knowledge about existing regulations, procedures, and policies is the most common cause of disciplinary action (Haberfeld & Sheehan, 2013). One of the efforts to deal with these actions is that the leader should provide an orientation program to the workforce starting from the first day of admission, discipline will not work well if the existing policies are not clearly known. Leaders must explain in detail the rules that are often violated and their rationale and consequences. Likewise, regulations/procedures or policies that have changed or been updated should be informed through discussion.

One example is the efforts that can be made by schools in the context of instilling discipline in students by conditioning the school environment in such a way that it becomes conducive to the formation of discipline for students. Especially what must be conditioned are the behaviors and attitudes reflected by the teacher, so that the teacher becomes an example in discipline. Students will not have discipline when they see their own teacher is also undisciplined. Teachers must avoid non-compliance with applicable rules and regulations. Curricular rules, such as the agenda that has been made and planned, must be in accordance with the schedule set, both in time allocation and in proportion (Everard et al., 2004). For example, the daily tests that have been scheduled, the subject matter that has been allocated the time and number of meetings, to the completeness of the material which is the burden of student learning in each semester. Likewise, the hours of entry and exit as well as the presence of the teacher in the room. The clothes and appearance of the teacher must also reflect the discipline of the teacher which should be imitated by students. Enforcing clear and firm rules of conduct is an important factor in the formation of student discipline. This order must be socialized to students and there should be a commitment from students and parents to obey it, so that in its application students understand and parents can understand it. The rules made should be easy to follow and able to create a conducive atmosphere for learning both classical and programmed as well as non-classical and habitual. The discipline applied should be consistently disseminated by teachers to students by providing an understanding of the importance of discipline in learning in order to achieve optimal results, through coaching and more importantly through example.

Similarly, what happened at SMK Negeri 1 Bulango Selatan, Bone Bolengo Regency. The teachers and all administrative staff, both those who have been appointed as civil servants and those who are still honorariums, all of which belong to the ASN, try in such a way as to continue to improve discipline which is always a reflection of the students. especially time discipline. The real evidence that they always try their best in terms of time discipline is that currently the ASN in SMK Negeri 1 Bulango Selatan is already using the finger print system.

This system is one way to discipline everything in the SMK Negeri 1 Bulango Selatan environment, because with this system no one else can leave signatures or initials to colleagues. At the right time to go to work or go home from work, the person concerned cannot represent his presence to other people. Thus the presence of each ASN can be controlled. When compared with manual attendance list recording, of course there are many weaknesses. In addition to the person concerned, they can leave their initials or signatures, the attendance records for this manual may be lost or torn, whether intentionally or not.

Even though the finger print system has been implemented, there are still reproaches for ASN in the SMK Negeri 1 Bulango Selatan environment. According to the researcher's initial observations that there are still some ASN who arrive on time and go home on time, but between these working hours, these ASNs are not at school, so the main tasks and functions of the person concerned do not work as they should. Besides that, there are also ASNs who every time there is a flag ceremony or morning exercise, do not participate in these activities but are present, if seen in the finger print output. There are also ASNs who use their resting hours more than the predetermined time limit. Many factors affect the effectiveness of this finger print system, so that the initial purpose of this system cannot be achieved properly. The main factor that affects this system is the work culture of each ASN itself, in addition to leadership factors, division of tasks and compensation. also a motivation for the realization of ASN discipline in the SMK Negeri 1 Bulango Selatan district, Bone Bolango Regency.

Research related to the Effectiveness of the Finger Print Attendance System in Improving ASN Discipline has actually been a lot of research and study of its application in Indonesia. In this study, there are several previous studies that are used as comparisons. Research from Asmiranda (2016) on the Effectiveness of the Application of Attendance (Fingerprint) in Improving Discipline, the results of the study indicate that the application of attendance (fingerprint) has not been able to improve employee work discipline, seen from the achievement of targets where data from fingerprint attendance results can be manipulated so that data or the information reported to the district is not accurate, many employees arrive late, do not come to work, and come for attendance and then leave the sub-district office. Adaptability, employees already understand the procedures and regulations, because employees take part in training in the District regarding procedures for using attendance (fingerprint). Further research with the title Finger Print Attendance Application in Disciplining Employee Work at SMK SMTI Bandar Lampung by Gandhi (2017). The results of the study indicate that when performing employee attendance, they only need to put their finger on the finger print machine, then employee data will automatically be stored online, then inputted into the personnel database which is connected directly to the intranet.kemenprin.go.id system, namely the personnel system. Ministry of Industry based in Jakarta.

Based on the background of the problem that has been stated above, the focus of the problem in this research is how the Finger Print Attendance System Effectiveness in Improving ASN Discipline at SMK Negeri 1 Bulango Selatan, Bone Bolango Regency.

In accordance with the background and focus of the problem above, in general this study aims to determine the effectiveness of the Finger Print Attendance System in Improving ASN Discipline at SMK Negeri 1 Bulango Selatan, Bone Bolango Regency.

Methods

The approach used in this research is a qualitative approach. The method used in this research is descriptive method, which is a study aimed or intended to observe and analyze carefully, and describe a certain phenomenon (Arikunto, 2000).

This research was conducted at the location of this research is SMK Negeri 1 Bulango Selatan, Bone Bolango Regency. The source of data in this research is using research instruments / data collection by using several ways, namely primary data collection and secondary data collection.

The data analysis used is "Construction Towards Descriptive Research" One of the most important parts in a natural research event is the stage of conducting data analysis.

Data analysis is the process of systematically searching and compiling data obtained from interviews, field notes and documentation, by organizing the data into categories, breaking them down into units, synthesizing, compiling into patterns, choosing which ones are important and which will be studied and draw conclusions.

Data analysis in qualitative research is carried out before entering the field, while in the field, and after finishing in the field. According to Nasution (in Sugiono, 2008: 245), analysis has started since formulating and explaining the problem, before going into the field, and continues until the writing of research results

Results and Discussion

In this study using the theory of effectiveness proposed by Martani and Lubis (1987:55), which consists of a resource approach, a process approach and a goals approach.

Resource approach

Source approach which measures the effectiveness of the input. The approach prioritizes the success of the organization to obtain resources, both physical and non-physical in accordance with the needs of the organization (Hanafie, 2004). In this study, the sourcing approach in question is more about the availability of resources, both human resources and facilities that support the implementation of the finger print attendance system.

Infrastructure is a physical requirement that must be provided by the organization as a tool and service or facility so that the system runs optimally. Infrastructure is an important role in relation to the implementation of the finger print attendance system.

Based on the results of the research and the author's analysis, it can be seen that the application of the finger print attendance system in Improving Asn Discipline at Smk Negeri 1 Bulango Selatan, Bone Bolango Regency has been implemented. This is evidenced by the existence of a finger print facility that is used by ASN employees to be absent. In addition, in terms of resources, in this case, the operator who operates the finger print system is quite competent and the ASN employees are familiar with the use of the finger print system.

Process approach

The process approach is to see how far the effectiveness of program implementation from all internal process activities or organizational mechanisms. This indicator is an important point in

measuring the effectiveness of the application of finger prints to motivate the level of discipline of ASN employees.

Based on the results of research and analysis of researchers, it can be concluded that the application of the finger print attendance system at SMK Negeri 1 Bulango Selatan, Bone Bolango Regency, has been running. This is evidenced by the presence of attendance activities carried out directly by ASN employees in the SMK Negeri 1 Bulango Selatan District, Bone Bolango Regency which certainly has a good impact on the level of discipline of the ASN. However, apart from that, there are still some obstacles that are a matter of concern for the school. Indeed, in terms of discipline when coming to school is quite optimal because employees are bound by finger print attendance that must be done by the person concerned, but on the other hand there are ASN who are not in school during working hours, some do not attend the ceremony and so on. and so on even though they have done finger print attendance on time. Therefore, efforts continue to be made by the school regarding how to improve the discipline of ASN employees in the SMKN 1 Bulango Selatan, Bonebolango Regency, both from attendance and work as well as the obligations that must be carried out by the ASN.

Goals approach

Approach targets (goals approach) where the focus is on the output, measuring the success of the organization to achieve the results (outputs) in accordance with the plan. In this indicator, it is seen how far the benefits felt by ASN employees in the SMKN 1 Bulango Selatan District, Gorontalo Regency as the main target in implementing the system.

Based on the results of research and analysis of researchers, it can be concluded that the Effectiveness of the Finger Print Attendance System in Improving Asn Discipline at Smk Negeri 1 Bulango Selatan, Bone Bolango Regency, is seen from the indicators of the target approach. Finger Print in Improving Asn Discipline at Smk Negeri 1 Bulango Selatan, Bone Bolango Regency, seen from the target approach indicators, really motivates ASN employees to come on time to school. This can be seen from the details of the time recorded on the finger print attendance system. However, in terms of the implementation of the duties and functions of civil servants in SMKN 1 Bulango Selatan this is not yet fully optimal, this is because some employees during working hours are not at school they think that the finger print attendance system is enough to prove their discipline at school.

Conclusion

Based on the results of the discussion that has been described previously, it shows that the Effectiveness of the Finger Print Attendance System in Improving ASN Discipline at SMK Negeri 1 Bulango Selatan, Bone Bolango Regency, has been going well. This can be seen from the attendance activities of ASN employees in the SMKN 1 Bulango Selatan district of Gorontalo that have gone through the finger print attendance system.

In terms of the process of implementing the finger print attendance system, it has gone well and is in accordance with the procedure, apart from that, in terms of facilities, it is adequate. However, there are still some issues that are a matter of concern for the school. Apart from this, the overall finger print attendance system can motivate to increase the discipline of ASN employees in the SMKN 1 Bulango Selatan District, Bonebolango Regency.

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