

The Effect of Finger Print Absence and Work Motivation on Employee Discipline in Stimi Banjarmasin

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ABSTRACT: Advances in science and technology, especially in the field of computer technology, have provided much faster, more accurate information, one of which is the use of the fingerprint biometric attendance system (finger print), which previously used manual presence. With the development of science, especially information technology, and supported by human resources who must have innovation and initiative and creative power to advance themselves. Having employees who have high work performance is the hope or dream of every company. The attendance system using finger print has been implemented in STIMI Banjarmasin since several years ago, to monitor the level of employee discipline at work. The formulation of the problem in this study is whether the fingerprint attendance (finger print) and work motivation simultaneously affect the increase in employee discipline. And this study also aims to determine: the extent to which fingerprint attendance (finger print) and work motivation partially adhere to the increase in employee discipline.

The T test is used to test partially and the F test is used to test simultaneously.

KEYWORDS: fingerprint attendance (finger print), work motivation, and discipline employees

PRELIMINARY

1.1. Background Back Issues

With the development of science knowledge and technology information, so that continuous to be supported by the source power human beings who have the initiative and power creation to advance themselves. Human resource is the human potential inherent existence in s e a covering of potential physical and non- physical.

Absent is the lack of attendance of employees when the horse is scheduled to work (Atkin and Goodman, 1984). Number of missed work in a company or institution describes the exchange of benefits between employees and companies that membaya r or reward (pay) . There are three sizes absent si , namely the loss of working time, frequency, or how frequently absent, and the number of absences in the short term (Chadwick Jones, 1982). Time lost from work is the total number of hours or days worked lost during the year. Frequency is the number of absences in a year, without looking at a long period of time. Level Absent the short term is the number of missed the 1-2 working days during the year. System of attendance is one of the forms of supervision of discipline that has long been applied by the organization of the company. The system of attendance are implemented by organizations of companies vary, some use manual as sences, such as absences attendance, missed call until sidelined with

insert paper into the machine absent. However, the manual attendance system has several weaknesses, including attendance that is easy to deposit and manipulate, causing a violation of employee work discipline .

Nowadays, biometric attendance that is widely used in corporate organizations is fingerprint biometric attendance (finger print). Finger print is one of the forms of biometrics, a science that uses the characteristic physical to identify. Fingerprints are ideal for this purpose because they are relatively inexpensive / easy to reach, easy to collect and analyze and never change, even with people's ages . In attendance systems with biometric finger print, the level of cheating that often occurs such as data manipulation and attendance storage can be reduced. Lack of supervision in the use of s i stem presence of finger prints may affect the effectiveness of the resulting report. The existence of information that is not accurate can be one of the indicators that the system Presence with biometric finger print has not been implemented with good.

The following is the name of the employee and the working period of 20 1 9 and 2020 , because the new finger print for the last two years was enforced at STIMI Banjarmasin. For more details on the condition of employees at STIMI Banjarmasin I can be seen in the following table :

Table 1. Recapitulation of Employee Attendance List 2020 year

2019

| No. | name / NIK | Σ | T | education | Duty | MASA WORK Yrs | E | AMOUNT | Percentage |
|-----|-------------------------------|-----|---|-------------|---------------------------------|---------------------|---|--------|------------|
| | | | | | | | | | |
| 1 | Dr. Titien Agustina, MSi | 360 | 4 | S3 | Lecturer Permanent Foundation | 28 | 1 | 5 | 1,3889 |
| 2 | Drs. Sulaiman, MSi | 360 | 2 | S2 | LECTURER PNS dpk | 35 | 2 | 4 | 1,1111 |
| 3 | Dra. Wida Gerhana, MM | 360 | 3 | S2 | LECTURER PNS dpk | 34 | 3 | 6 | 1,6667 |
| 4 | Drs.HM Rudiansyah, MM | 360 | 4 | S2 | Lecturer PNS dpk | 31 | 2 | 6 | 1,6667 |
| 5 | Drs.H.Abdul Wahab, MSi | 360 | 1 | S2 | Lecturer PNS dpk | 29 | 1 | 2 | 0.5556 |
| 6 | Arfie Yasrie, SE, MM | 360 | 2 | S2 | Lecturer Pns dpk | 15 | 2 | 4 | 1,1111 |
| 7 | Diana, SE, MM | 360 | 3 | S2 | Lecturer Remains the foundation | 15 | 2 | 5 | 1,3889 |
| 8 | Devi Rusvitawati, Spd, MM | 360 | 1 | S2 | Lecturer Still the foundation | 5 | 3 | 4 | 1,1111 |
| 9 | Dr. Mahfuzil Anwar, SE, MM | 360 | 2 | S3 | Lecturer Still the foundation | 27 | 2 | 4 | 1,1111 |
| 10 | Dr. Syamsudinor, SE., MM | 360 | 1 | S3 | Lecturer Still the foundation | 7 | 2 | 3 | 0.8333 |
| 11 | Dr. Fanlia Prima Jaya, SE, MM | 360 | 1 | S3 | Lecturer Still the foundation | 11 | 1 | 2 | 0.5556 |
| 12 | Nur Hikmah, SH, MH, MM | 360 | 2 | S2 | Lecturer Still the foundation | 2 | 2 | 4 | 1,1111 |
| 13 | Sri Suryani, SE, MM | 360 | 3 | S2 | Lecturer Still the foundation | 2 | 3 | 6 | 1,6667 |
| 14 | Rezti, SE, ME | 360 | 2 | S2 | Lecturer Still the foundation | 6 | 2 | 4 | 1,1111 |
| 15 | Purnama, SE, MM | 360 | 1 | S2 | Lecturer Still the foundation | 6 | 3 | 4 | 1,1111 |
| 16 | Alfianoor, Spd, MM | 360 | 1 | S1 | POINT | 6 | 2 | 3 | 0.8333 |
| 17 | Maulana, S.Kom | 360 | 1 | S1 | POINT | 6 | 1 | 2 | 0.5556 |
| 18 | Aulia, SM | 360 | 2 | S1 | POINT | 1 | 2 | 4 | 1,1111 |
| 19 | Santi Nirmala Sari, SE | 360 | 2 | S1 | POINT | 5 | 2 | 4 | 1,1111 |
| 20 | Frida Rezki Herywan, S.Kom | 360 | 2 | S1 | POINT | 3 | 1 | 3 | 0.8333 |
| 21 | Arista Kamal, S.Kom | 360 | 4 | S1 | POINT | 6 | 2 | 6 | 1,6667 |
| 22 | Nur Anisa, SE | 360 | 5 | High school | POINT | 2 | 1 | 6 | 1,6667 |
| 23 | Hidayati, A.Md | 360 | 6 | High school | POINT | 2 | 1 | 7 | 1,9444 |
| 24 | Nikmtun Nida | 360 | 2 | High school | POINT | 2 | 2 | 4 | 1,1111 |
| 25 | Zairin Afriadi | 360 | 2 | High school | POINT | 6 | 2 | 4 | 1,1111 |

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| | | | | | | | | | |
|----|-------------------|-----|---|-------------|-------|---|----|--------------|-------------|
| 26 | Syarifah Maimunah | 360 | 3 | High school | POINT | 7 | 3 | 6 | 1,6667 |
| | | | | | | | 50 | 112.0 | 31.1 |

- a) Q: Too late
- b) E = preceding going home
- c) TK = without explanation
- d) % = percentage Presence

2020

| No. | Name / NIK | Σ | T | education | | | e | amount | Percentage |
|-----|-------------------------------|-----|---|-----------|---------------------------------|----|---|--------|------------|
| 1 | Dr. Titien Agustina, MSi | 360 | 1 | S3 | Lecturer Permanent Foundation | 28 | - | 1 | 0.2778 |
| 2 | Drs. Sulaiman, MSi | 360 | 2 | S2 | LECTURER PNS dpk | 35 | - | 2 | 0.5556 |
| 3 | Dra. Wida Gerhana, MM | 360 | 3 | S2 | LECTURER PNS dpk | 34 | - | 3 | 0.8333 |
| 4 | Drs.HM Rudiansyah, MM | 360 | 4 | S2 | Lecturer PNS dpk | 31 | - | 4 | 1,1111 |
| 5 | Drs.H.Abdul Wahab, MSi | 360 | 3 | S2 | Lecturer PNS dpk | 29 | - | 3 | 0.8333 |
| 6 | Arfie Yasrie, SE, MM | 360 | 2 | S2 | Lecturer Pns dpk | 15 | - | 2 | 0.5556 |
| 7 | Diana, SE, MM | 360 | 1 | S2 | Lecturer Remains the foundation | 15 | - | 1 | 0.2778 |
| 8 | Devi Rusvitawati, Spd, MM | 360 | 2 | S2 | Lecturer Still the foundation | 5 | - | 2 | 0.5556 |
| 9 | Dr. Mahfuzil Anwar, SE, MM | 360 | 1 | S3 | Lecturer Still the foundation | 27 | - | 1 | 0.2778 |
| 10 | Dr. Syamsudinor, SE., MM | 360 | 1 | S2 | Lecturer Still the foundation | 7 | - | 1 | 0.2778 |
| 11 | Dr. Fanlia Prima Jaya, SE, MM | 360 | 1 | S3 | Lecturer Still the foundation | 11 | - | 1 | 0.2778 |
| 12 | Nur Hikmah, SH, MH, MM | 360 | 1 | S2 | Lecturer Still the foundation | 2 | - | 1 | 0.2778 |
| 13 | Sri Suryani, SE, MM | 360 | 1 | S2 | Lecturer Still the foundation | 2 | - | 1 | 0.2778 |
| 14 | Rezti, SE, ME | 360 | | S2 | Lecturer Still the foundation | 6 | - | 2 | 0.5556 |
| 15 | Purnama, SE, MM | 360 | 1 | S2 | Lecturer Still the foundation | 6 | - | 1 | 0.2778 |
| 16 | Alfianoor, Spd, MM | 360 | 1 | S2 | POINT | 6 | 1 | 2 | 0.5556 |
| 17 | Maulana, S.Kom | 360 | 1 | S1 | POINT | 6 | 1 | 2 | 0.5556 |
| 18 | Aulia, SM | 360 | 1 | S1 | POINT | 1 | 1 | 2 | 0.5556 |
| 19 | Santi Nirmala Sari, SE | 360 | 1 | S1 | POINT | 5 | 1 | 2 | 0.5556 |
| 20 | Prida Rezki Herywan, S.Kom | 360 | 1 | S1 | POINT | 3 | 1 | 2 | 0.5556 |
| 21 | Arista Kamal, S.Kom | 360 | 1 | S1 | POINT | 6 | 1 | 2 | 0.5556 |
| 22 | Nur Anisa, SE | 360 | 1 | S1 | POINT | 2 | 1 | 2 | 0.5556 |

| | | | | | | | | | |
|----|-------------------|-----|---|-------------|-------|---|----|------|--------|
| 23 | Hidayati, A.Md | 360 | 1 | D3 | POINT | 2 | 2 | 3 | 0.8333 |
| 24 | Women | 360 | 1 | High school | POINT | 2 | 1 | 2 | 0.5556 |
| 25 | Zairin Afriadi | 360 | 1 | High school | POINT | 6 | 1 | 2 | 0.5556 |
| 26 | Syarifah Maimunah | 360 | 1 | High school | POINT | 7 | 1 | 2 | 0.5556 |
| | | | | | | | 11 | 47.0 | 13.1 |

Information:

- a) T = Late
- b) E = preceding going home
- c) TK = without explanation
- d) % = Attendance percentage

From the above table, looked still much are employees including elements of leadership that has been doing the offense. Judging from the 2019 table, it shows that 31.1 % of employees violated absenteeism discipline , while in 2020 there was a decrease in the absentee level. Therefore, finger print can be said that it is still not effective because there are still many employees who are not disciplined in working hours or in other terms, time corruption .

Based on the above , then the title of the study yng stated is "PUNCHING THE EFFECT OF FINGERPRINT (FINGER PRINT) AND MOTIVATION TO WORK ON TO DISIPLINAN EMPLOYEES IN STIMI Banjarmasin " .

Problem Formulation

The formulation of the problems raised in this study are as follows:

1. Do attendance fingerprint finger Partial effect of the increase in discipline Employees?
2. Does work motivation partially affect employee discipline?
3. Is the fingerprint attendance and motivation to work simultaneously influence to increase discipline ppgawai ?

Research Objectives and Benefits

1. Research objectives
 - 1) To determine whether the application of the attendance system fingerprint fingers (Finger Print) and m otivasi work is partially an effect of the increase in discipline employees .
 - 2) To determine se how the simultaneous application of attendance fingerprint fingers (Finger Print) and motivation to work an effect on the improvement of discipline employees.

Teorist Platform

1. Management Resources Human Resources

1.1. Definition of Human Resource Management .

Management comes from the word *to manage* which means to manage, organize, manage, organize, implement and cont rol.

Management according to Harold Koontz (1986: 3) and C.O. Dannel is an effort to achieve organizational goals through the activities of other people .

Meanwhile, according to G.R. Terry (1986: 3), is the process of planning, organizing, movement and control is done to achieve the goals that have been determined through the use of sources of power of man and the power others. M anagement according Fallet Mp quoted by T. Hani Handoko as art in completing the work through the other.

Some understanding of the above, it can be inferred human resource management can be defined as a process of planning, organizing, drafting staff, movement and d apat se en three aspects of the principal of HRM, namely;

- a. Managerial functions consisting of planning, organizing, directing and controlling.
- b. Function operations which consist on the procurement, development, compensation, integratio n, maintenance and termination of employment.
- c. The role or position in achieving the goals of the company organization in an integrated manner .

2.1 Attendance (Finger Print) .

Attendance is an activity or routine that is performed by the employee to prove he is present or not present in the work in a company. Attendance is concerned with the application of discipline which is determined by each company or organization institution.

2.2 Work Motivation

Given that human resources are the element that is most important, maintenance of relationships are harmonious and harmonious with the employee / employee in every organization becomes very important. Theory Human Resorces Management gave hint that things were important note in the maintenance of the relationship that one of them is motivation and job satisfaction. The term motivation comes from the Latin verb *movere* (to direct). Motivation is a process diinisiasikannya and maintenance of activities which are directed at achieving the objectives.

Motivation can be interpreted as a mental state and human mental attitude that provides energy, encourages activities (moves), and leads or channels behavior towards

achieving needs that provide satisfaction or reduce imbalances.

Another definition of motivation is explained by Stephen P. Khobbins and Mary Coulter as quoted by Winardi that motivation is the willingness to make efforts to achieve organizational objectives which are conditioned by the ability to meet the needs of individual specific.

2.3.1. Motivation Theories

1) Maslow's hierarchy of needs theory

In 1943, the psychologist Abraham Maslow published the hierarchy of needs motivation theory. Maslow proposed that motivation is a function of five basic needs, namely, physiological, security, love, appreciation, and self-actualization.

2) Two Factor Theory from Herzberg

This theory suggests that there are two factors that can provide satisfaction at work, namely:

- a. Factor something that can motivate (motivator). Factor this among others is the factor of achievement (achievement), factor of recognition / awards, factors bear responsibility, factors obtained progress and developments in the work, especially the promotion and factors work it themselves.
- b. Work environment health needs (hygiene factors). These factors can take the form of wages or salaries, the relationship between workers, technical supervision, working conditions, company policies and administrative processes in the company.

In its implementation in the environment an organization or company, theories have emphasized the importance of creating or realizing a balance between the two factors mentioned and if one of them is not met properly it will lead to job be not effective and not efficient.

3) Clayton Alderfer's theory

Alderfer's theory is known by the acronym "ERG", namely:

E = Existence

R = Relatedness, and G = Growth

In the three words that there are two important significance. First, conceptually there are similarities between the theory that developed Maslow with Alderfer. That is because the word Existence like what dikatakan equal to the first and second in the hierarchy of Maslow's theory, Relatedness same as the hierarchy of the third and fourth in the concept of Maslow, and Growth contains the same meaning as Self-actualization according to Maslow. Second, the theory of Alderfer stressed that the various kinds of needs of man was sought gratification simultaneously. If we look further at Alderfer's theory, it can be seen that:

- a. Making is not the fulfillment of a need for specific, more and more large also wishes to satisfy.
- b. Strong desire to satisfy the needs of the "much higher" increasingly large if the requirements are "much lower" have been satisfied.

- c. Conversely, the more difficult to satisfy the needs of the level is high, the more great desire to satisfy the needs are more basic.

4) Theory "X" and "Y"

In 1950, D. Mc. Gregor put forward the theory of motivation and management of the so-called theory of "X" and theory "Y". Theory "X" expressed as follows:

- a. The corporate body is responsible for the regulation of the elements of productivity.
- b. The workers, the agency company is obliged to provide motivation, memperhatikan behavior behavior, and guide the workers so that in line with the demands of the organization.
- c. If this is not paid attention to by the corporate body, then the workers will have a negative attitude. Therefore, for the good of the organization, they need to be satisfied, given the reward, given the sanctions, and his performance was appreciated.
- d. By nature the workers do not like the job, so he just put out the ability minimal work.
- e. Workers have ambitions were low.
- f. Workers are usually centered on itself and less concerned in the organization.
- g. Workers tend to resist change.
- h. Workers tend to be dishonest.

Theory "Y" argues as follows:

- a. The company is responsible for regulating the elements of productivity
- b. The use of the ability of physical and intellectual in the job merupakan things are natural.
- c. The pressures from the outside and the provision of sanctions is not the only way to motivate workers in order to maximize the work to realize the goals.
- d. Consistent with the objectives is one result of pen y e Diaan rewards.
- e. Ordinary workers can learn in conducive situations that require responsibility and effort.
- f. The ability to display the creativity and the findings of the high level of resolve problems of work scattered on a scale large among the workers, and not focused on the group's smallest.
- g. Life industrial modern use p otensi physical and intellectual individuals in capacity is limited.

The theory of "X" the leading role of the agency business companies in giving motivation arises because the purpose and of how to be tolerant towards the workers by giving the satisfaction of needs through the realization of the purpose of the organization is together.

5) Expectation expectancy theory

Victor H. Vroom, in a book which is titled *Work and Motivation* pulled mukakan that if someone wants something and hope to obtain something that is quite large, the question

will be highly motivated to get things he wanted it. Conversely, if the hope of obtaining things that she wanted it thin, his motivation was to seek to be M enjadi low.

2.3 Employee Discipline

According Hasibuan discipline isunction operative

Human Resources M anagement (HRM) which is important for getting a good discipline of employees, the higher the performance that can be achieved.

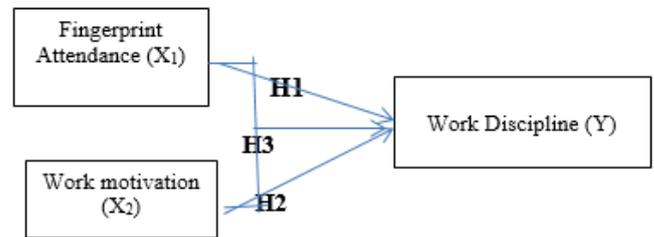
Discipline helps employees learn the conditions of their job, and if discipline is imposed in an impersonal way, without personal hostility, it can increase the respect of subordinates for their problems. Conversely though fear will sentence can provide motivation many people to abide by the rules, the penalty actually almost always give rise to hatred and reduce the motivation of the person subject to discipline. Thus, the discipline system the most effective is a system in which the rule (and punishment) is so accepted, so discipline is almost not been charged.

2.4 Previous Research

1. Faisal Ali Ahmad in the study were entitled "Relationship Application Attendance Sidik Jari (Finger Print) Motivation and Employee Performance" states there is a relationship that significant between filling absent, the application is absent, means of support, suitability absent at work, absent are the things that are important , honesty, responsibility, discipline, better work, and incentives, with work motivation . Components that do not have a significant correlation with work motivation are the absent method and attitude. The changes that occur in the components of absenteeism are significant will cause a change in the level of motivation of the work of employees, while the changes that occur with methods and attitudes absence will not affect the level of motivation to work.
2. Erna Maeyasari "Influence Effectiveness of Application of Attendance Finger Print Against Civil Servants in the Secretariat of the District of Lebak" research : the effectiveness of absenteeism finger print in the secretariat area of the district of Lebak 76.9% with the level of discipline of civil servants secretariat Lebak districts by 80 , 5% and there is an effect on the effectiveness of the application of finger print attendance on the discipline of civil servants by 35.2%. Furthermore, note there is a relationship that was significant and the correlation coefficient t count $0.593 > t$ table 0.148 , then H_0 rejected and H_a accepted. By thus can be concluded that to improve the discipline of employees can be in done by applying the absentee finger print and assertiveness of leaders.
3. Regina Aditya Reza with the title "Influence Style Leadership, Motivation, and Discipline Work To Performance Employees" states the results of the analysis indicate that the style of leadership has a

positive effect on the performance of the work w 's. Motivation has a positive effect on employee work, and work discipline has a positive effect on employee performance .

2.5 Frame Conceptual



2.6 Hypothesis

The hypotheses put forward in this study are :

- H1 = Variable fingerprint (finger print) partial effect is significant on the level of employee discipline on STIMI Banjarmasin.
- H2 = Partially there is a positive and significant effect of work motivation on employee discipline at STIMI Banjarmasin.
- H3 = By simul tan there are positive and significant influence between fingerprint attendance finger (finger print) and motivation to work toward discipline on employees STIMI Banjarmasinm .

RESEARCH METHOD

1. Types and Sources of Data

In this study the authors used quantitative research , because the data obtained will be in the form of numbers. From the figures obtained will be further analyzed in data analysis . The study is composed on two variables are free , ie attendance (finger print) as the independent variable (independent) and motivation, and discipline as a variable dependent (dependent). Source of the data that is used in this research is primary data and secondary.

a. Primary Data

Primary data is data that comes from the first source which we generally refer to as resource persons. The primary data obtained by the authors of the deployment of a questionnaire or a questionnaire to the respondents, the entire p egawai on STIMI Banjarmasin .

b. Secondary Data

Data Secondary is the data yan g has been processed by the specified so that the data are already available when needed.

2. Population and Sample

The population of the research a n is of all employees in Banjarmasin amounting STIMI 26people, while samples as many as 26 people so that the entire population as sample in this research so that research is a census where all populations need samples in the study .

3. Data Collection Methods

1) Interview

That is an activity carried out to obtain the information it directly to reveal the questions on the respondents.

Interview meaningful dealing directly between the researcher with the respondent, and the activities carried out orally.

2) Questionnaire (Questionnaire)

The questionnaire is a technique of collecting the data by way of sending a list of questions to the respondent to be filled.

Table 2 . Operational Data

| Variable | Definition | Dimensions | Scale |
|---------------------------------------|---|--|--------|
| Fingerprint Attendance (Finger Print) | It is the respondent's perception of fingerprint attendance (finger print) is a form of monitoring to improve internal discipline working hours . | 1. Device hardware computer 2. Database 3. Procedure 4. Personnel pengoprasi an | Likert |
| Motivation to work | Work motivation is encouragement from the leadership in the form of awards, as well as satire treatment of the leadership (sanctions) for an employee about discipline. | 1. Type and nature of work. 2. A working group where individuals join 3. Environmental situation . 4. Rewards system Yang diteima 5. Award from leadership 6. Compensation | Likert |

3) Documentatio

According to Irawan (2000) documentation is a technique of collecting the data which is directed to the subject of research. Other information about things or variables in the form of notes, books and so on that is obtained by researchers is through documentation. Among these archival documentation fingerprint attendance finger on STIMI Banjarmasin s e like objects.

4. Research and Measurement Variables

1) Attendance fingerprint finger (finger print) Machine fingerprint an information system management which contains elements of physical like that in expressed by Davis about sisstem management information in Widyahartono, (1992) are as follows:

1. Computer hardware, consisting of computers (processing centers, input or output units , storage units , files, and data storage equipment).
2. Data base (the data that is stored in the media storage computer).
3. Procedures, components physically because the procedures are provided in the form of physical, such as a book guide and instruction.
4. Operational personnel , such as computer operators , analysis of programming systems , data storage personnel , management of information systems.

2) Work Motivation

a. Data Analysis Techniques

In this study there is some analysis that is used to determine the effect of the effectiveness

of attendance scales finger (*finger print*) on the motivation and discipline of employees. Among them, namely using the analysis:

1. Analysis Regression Regression

This analysis is to determine the effect of a variable labor discipline associated with variable attendance fingerprint finger (*finger print*) and motivation.

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Where :

Y = employee discipline

a = Constant

X1 = the application of fingerprint attendance finger (finger print)

X2 = motivation

b = regression coefficient, namely the amount of change that occurs in Y, if one unit changes in the independent variable (variable X)

e = Bully error

a. Test T (test partial)

Is a test that is in use to assert significant influence variable free in partial to the variable bound, if $t^{count} < t_{table}$

b. F Test (Simultaneous)

Used to determine the significance of influence between the two variables free (application attendance fingerprint fingers and motivation) to the variable bound (keisiplinan employees) are collectively together, j ika

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$F_{arithmetic} < F_{table}$ hypothesis is rejected and vice versa if $F_{arithmetic} > F_{table}$ hypothesis is accepted.

DISCUSSION

4.1 . Descriptive Respondents

The descriptive research data presentation of the characteristics of the respondents is divided into 4 types, namely:

4.1.1. Respondent gender

| No. | GENDER | | % |
|-----|--------|----|-----|
| 1 | Man | 10 | 38 |
| 2 | Women | 16 | 62 |
| | | 26 | 100 |

Source: reprocessed, 2022

4.1.2. Respondent age

| No. | | YEAR | % |
|-----|-------|------|-----|
| 1 | > 60 | 3 | 12 |
| 2 | 50-59 | 2 | 8 |
| 3 | 40-49 | 7 | 27 |
| 4 | 30-39 | 4 | 15 |
| 5 | 20-29 | 10 | 38 |
| | | 26 | 100 |

Source: Reprocessed, 2022

4.1.3. Level of education

| No. | | | % |
|-----|-------------|----|-----|
| 1 | S3 | 4 | 15 |
| 2 | S2 | 12 | 46 |
| 3 | S1 | 6 | 23 |
| 4 | D3 | 1 | 4 |
| 5 | High school | 3 | 12 |
| | | 26 | 100 |

Source: Reprocessed, 2022

4.1.4. Years of service

| No. | YEAR | | % |
|-----|-------|----|-----|
| 1 | 30-25 | 6 | 23 |
| 2 | 20-29 | 1 | 4 |
| 3 | 10-19 | 3 | 12 |
| 3 | 1-9 | 16 | 62 |
| | | 26 | 100 |

Source: Reprocessed, 2022

Based on the tables that have been presented above, it can be seen that the female sex more than Man, while the age looks more employees who are young and tingkat education Respo nden largest and already be qualified to be s e lecturers minimally educated S2 (Masters).

4.2 Descriptive Research Variables

There is table 4.5 below will be presented descriptive research variables

Table 3. Tabulation of the Questionnaire Results

| No | 1 | | 2 | | 3 | | 4 | |
|----|------|-----|------|------|------|------|------|------|
| | Jmlh | % | Jmlh | % | Jmlh | % | Jmlh | % |
| 1 | 0 | 0 | 1 | 2,9 | 12 | 65,7 | 13 | 50,0 |
| 2 | 1 | 2,9 | 11 | 31,4 | 6 | 51,4 | 8 | 30,8 |
| 3 | 0 | 0 | 0 | 0 | 14 | 71,4 | 12 | 46,2 |
| 4 | 0 | 0 | 1 | 2,9 | 11 | 68,6 | 14 | 53,8 |
| 5 | 0 | 0 | 2 | 5,7 | 7 | 48,6 | 17 | 65,4 |
| 6 | 0 | 0 | 0 | 0 | 3 | 65,7 | 23 | 88,5 |
| 7 | 0 | 0 | 0 | 0 | 2 | 68,6 | 24 | 92,3 |
| 8 | 2 | 5,7 | 6 | 11,4 | 10 | 60 | 10 | 38,5 |
| 9 | 1 | 2,9 | 2 | 5,7 | 4 | 54,3 | 20 | 76,9 |
| 10 | 0 | 0 | 0 | 0 | 11 | 71,4 | 15 | 57,7 |
| 11 | 0 | 0 | 0 | 0 | 6 | 57,1 | 20 | 76,9 |
| 12 | 0 | 0 | 2 | 5,7 | 9 | 71,4 | 15 | 57,7 |
| 13 | 1 | 2,9 | 11 | 31,4 | 8 | 45,7 | 6 | 23,1 |
| 14 | 0 | 0 | 0 | | 16 | 65,7 | 10 | 38,5 |

Source: Reprocessed, 2022

4.2.1 Attendance (finger print)

In Table 4.5 above shows that there are several items of questions that obtain the highest value as the item question 1, there are 65.7% of items 2, there is 51.4% , the item question to 3, 71.4% , tem question 4 , there 68.6% and i tem QUESTIONS 5, there is 48.6% .

4.2.2 Work Motivation

I tem questions to 6, there were 65.7% , an item to 7 as much as 68.6%, Items to 8, there are 60% , Items to 9, there is 54.3% .

4.2.3 Employee Discipline

I question items to 10, there were 71.4% , Items to 11, 57.1% , Item questions to 12, 71.4% , Item to 13, there were 45.7% , Items to 14, there are 65, 7% .

4.2. Analysis Results

1) Multiple Linear Regression Test

By using the statistical processing tool SPSS version 22 , the results of the calculations are as follows:

Table 4. Results of analysis regression multiple Coefficients ^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 5,807 | 2,271 | | 2,556 | .016 | | |
| finger print | .191 | .180 | .182 | 1,060 | .297 | .589 | 1,699 |
| work motivation | .557 | .178 | .536 | 3,128 | .004 | .589 | 1,699 |

a. Dependent Variable: work discipline

In the above table coefficient for variable -free $X_1 = 0.191$, $X_2 = 0.557$ and the constant of 5.807 so the regression model it is:

$$Y = 5.807 + 0.191 X_1 + 0.557 X_2 + e$$

Where :

Y = dependent variable (employee discipline) $X_2 =$ independent variable (fingerprint attendance) $X_1 =$ independent variable (work motivation)

- a. Value constant (Y) of 5.807 has meaning if the variable attendance fingerprint finger (X_1) and variable motivation work (X_2) is worth 0 (zero), then the variable discipline employees (Y) will be the number 5.807.
- b. The regression coefficient X_1 (fingerprint absence) from the multiple linear calculations obtained the value of coefficients (b_1) = 0.191. This means that if the fingerprint (X_1) is implemented then the volume discipline employees (Y) will experience the rise of

0.191%. And because the coefficient is positive, there is a positive relationship between fingerprint attendance and employee discipline.

- c. The regression coefficient X_2 (work motivation) from multiple linear calculations obtained the value of coefficients (b_2) = 0.557. This means that if the leadership provides motivation to work (X_2), maka volume discipline employees (Y) will experience the rise of 0.557%.

4.4.2 Hypothesis Testing

1. Test the hypothesis is partially (T_{test})

To test the effect of independent variables on the dependent variable partially used test statistics T (T_{test}). If the value of $t_{count} > t_{table}$, then H_1 is accepted, conversely if the value of $t_{count} <$ the value of t_{table} , then H_1 is rejected. The partial results of hypothesis testing can be seen in Table 4. 5 . the following:

Table 5. Partial Test (t)

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 5,807 | 2,271 | | 2,556 | .016 |
| finger print | .191 | .180 | .182 | 1,060 | .297 |
| work motivation | .557 | .178 | .536 | 3,128 | .004 |

a. Dependent Variable: work discipline

From the table above can be known the results of the variable attendance fingerprint finger (finger print) (X_1)

showed t count 1,060 with a value significantly by 0.297 or above 5% (0.05). That is the effect of variable attendance

fingerprint finger (finger print) to discipline employees is not significant. Or in other words H1 which reads "There is a positive and significant influence between fingerprint attendance (finger print) on discipline STIMI Banjarmasin employees rejected.

While the results of the work motivation variable (X₂) show t_{count} 3.128 with a significant value of 0.004 or below 5% (0.05). This means that the influence of work motivation variables on employee discipline is significant. Or in other words, H2

Table 6. Results of the F Test Analysis (simultaneously) ANOVA ^b

| Model | Sum of Squares | Df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 56,140 | 2 | 28,070 | 12,879 | .000 ^a |
| Residual | 69,746 | 32 | 2,180 | | |
| Total | 125,886 | 34 | | | |

a. Predictors: (Constant), work motivation , finger print

b. Dependent Variable: discipline k

Test simultaneous (F_{test}) is shown from the results of the calculation of F_{counted} which indicates the value of 12.879 with a 0.000 probability level < 0.05 . This means that the independent variable between variable attendance fingerprint finger (finger print) (X₁) and work motivation (X₂) are jointly influence on employee discipline (Y). Thus it can be concluded that H3 is accepted .

4.4 Discussion

- a. H_{acyl} obtained showed that not there is influence that significantly between attendance fingerprint finger to discipline employees.
- b. The effect of work motivation on employee discipline

H2 = there is a significant influence between work motivation on employee discipline .

H_{asil} proves that there is a significant influence between work motivation on discipline of STIMI Banjarmasin employees , so that H2 "there is a significant influence between work motivation and employee discipline at STIMI Banjarmasin is said to be accepted . Whereas in testing the effect of the independent variables on the dependent variable together can be explained by the F test (simultaneous test) showing the F test of 12.879 with a significance of 0.000 (below 0.05). This fallow RTI that variable fingerprint (finger print) and motivation to work in BERS ama have an effect on in siplin employees STIMI Banjarmasin . So that H₃ which states are simultaneously there is influence that significantly between attendance fingerprint (finger print) and motivation to work collectively together to dis iplin employee Banjarmasin STIMI been accepted .

which reads "There is a positive and significant influence between work motivation on discipline employees of STIMI Banjarmasin declared accepted .

2. Test the hypothesis simultaneously (F_{test})

Hypothesis testing simultaneously or simultaneously (Test_F) between the independent variable fingerprint attendance (X₁) and work motivation (X₂) on employee discipline (Y) at STIMI Banjarmasin.

4.6. Closing

1. Conclusion

Berdasarkan results of research and discussion it can be concluded several things as follows:

- 1) Variable fingerprint (*finger print*) (X₁) is not berpengaruh terhadap discipline employees STIMI Banjarmasin , it looks from t_{arithmetic} (1.060) < t_{table} (1.693), with a significant level of 0.297 > 0.05 (5%), which means the application of attendance fingerprint finger (*finger print*) does not affect the discipline of employees STIMI Banjarmasin .

Work motivation variable (X₂) has a significant influence on employee discipline of STIMI Banjarmasin . This can be seen from t_{count} (3.128) > t_{table} (1.693), with a significance level of 0.004 < 0.05, which means that work motivation has a significant effect on employee discipline at STIMI Banjarmasin .

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