

The Implementation of Fingerprint Absence and Online Absence in Improving Work Discipline

*Fingerprint Absence
and Online Absence*

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ABSTRACT

This research aims to find out the level of employee work discipline based on the fingerprint attendance system and online attendance system, as well as to find out the factors that strengthen employee work discipline in the fingerprint attendance system and online attendance system. This research is descriptive research with qualitative analysis methods, with an interactive model using the Miles & Huberman approach. The results of this research show that the fingerprint attendance system is good in terms of increasing employee time discipline and regulatory discipline because it has a good security system. However, this attendance system has not had a positive impact on increasing responsible discipline. The results of research on the online attendance system are that the online attendance system is good in terms of increasing responsible discipline, because the online attendance system is integrated with daily performance reports, thereby increasing employee motivation at work. On the other hand, online attendance still needs to be developed to improve time discipline. The weakness of this system is that it also has a wide coordinate point for absences, making it possible for employees to be absent even when they are outside the office.

Keywords: *Fingerprint Attendance, Online Attendance, Work Discipline, Punishment*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimana tingkat disiplin kerja pegawai berdasarkan sistem absensi fingerprint dan sistem absensi online, serta untuk mengetahui faktor-faktor penguat disiplin kerja pegawai pada sistem absensi fingerprint dan absensi online. Penelitian ini merupakan penelitian deskriptif dengan metode analisis kualitatif, dengan model interaktif menggunakan pendekatan Miles & Huberman. Hasil dari penelitian ini menunjukkan bahwa sistem absensi fingerprint baik dalam hal peningkatan disiplin waktu pegawai dan disiplin peraturan karena memiliki sistem keamanan yang baik. Namun sistem absensi ini belum berdampak positif terhadap peningkatan disiplin tanggung jawab. Adapun hasil penelitian pada sistem absensi online yaitu, system absensi online baik dalam hal peningkatan disiplin tanggungjawab, karena sistem absensi online terintegrasi dengan laporan kinerja harian sehingga meningkatkan motivasi pegawai dalam bekerja. dilain sisi absensi online masih perlu dilakukan pengembangan untuk peningkatan disiplin waktu, kelemahan sistem ini juga memiliki titik koordinat absen yang luas sehingga memungkinkan pegawai melakukan absen walaupun berada diluar kantor.

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INTRODUCTION

The role of apparatus resources is a vital element for the continuity of development (Patel & Pavitt 1994; Lundvall et al., 2002; Fagerberg et al., 2009). In Indonesia, the State Civil Apparatus (*Aparatur Sipil Negara/ASN*) is a resource that carries out this role, its role and position in every government organization is very determining, because ASN is the backbone of government in carrying out national development starting from development planning, control, monitoring and evaluation. answer from ASN. The thing that is of concern and is always an assessment in the wider community of state civil servants is discipline. According to Apalia (2017); Astuti & Amalah (2020), discipline itself is an important function in human resource management, because high discipline will create an employee character who is firm, punctual, knowledgeable, and ready to follow all applicable rules for achievement. employee achievements and organizational goals. Meanwhile, in the government context, ASN discipline is the readiness of ASN to comply with obligations and avoid prohibitions stipulated in statutory regulations. To increase civil servant discipline, the government has stipulated Government Regulation (*Peraturan Pemerintah/PP*) Number 94 of 2021 concerning Civil Servant Discipline and revoked Government Regulation Number 53 of 2010 concerning Civil Servant Discipline. The basic principles of employee discipline based on the PP, as explained in article 2, state that civil servants as government officials and public servants are obliged to obey and carry out all their obligations properly and avoid prohibitions.

This policy has become a reference at the ministry, institutional, provincial and regional levels. Therefore, one of the steps taken by the Sulawesi Tenggara Provincial Government to strengthen obligations and prevent violations of employee discipline, as well as a form of bureaucratic reform, is to strengthen the attendance system because discipline can start from the level of employee compliance during working hours. So far, the implementation of the attendance system within the Government of Sulawesi Tenggara has been carried out through various systems, starting from implementing manual attendance until 2018, fingerprint until 2021, and currently the online attendance method is being implemented, where each employee takes attendance using a cellphone and must be connected to an internet network. This online attendance is an innovation that has been implemented to create a disciplined and productive ASN. The hope of increasing employee discipline through the implementation of an online attendance system does not seem to have had a positive impact on the timeliness of employees entering the office, where the phenomenon that was encountered directly in the field after the implementation of the attendance system at the Regional Development Planning Agency of Sulawesi Tenggara Province was that there were still employees coming and going home the office does not meet working hours.

This condition reflects a problem with the online attendance system that is being implemented. According to Thein & CMNHM (2015) and Qureshi (2020), this application-based attendance system should be better than the fingerprint attendance system, which is also an attendance system that is considered effective in increasing employee attendance as seen in the time compliance of teaching staff when taking attendance using fingerprint absence. This is because the fingerprint attendance machine has set arrival times and departure times, thereby encouraging teaching staff to arrive on time for attendance. The aim of this research is to analyze the application of the Fingerprint Attendance and Online Attendance systems to the work discipline of Bappeda employees of Sulawesi Tenggara Province and determine the supporting factors for work discipline of the Fingerprint Attendance system and the Online Attendance system for Bappeda employees of Sulawesi Tenggara Province.

LITERATURE REVIEW

Management is a knowledge that every person must have to lead an organization. Management is a science that plays a key role in identifying, analyzing and setting goals to be achieved, in addition to goals that are achieved effectively and efficiently across all organizational or company resources. This definition is based on several expert opinions. According to Hunsaker & Hunsaker (2015), management is the art of delegating work to other people. This definition suggests that to achieve organizational goals, a manager must employ other people to carry out various tasks that may be required. According to Hani (2014) and Esmaili (2015), management is the management of various resources available in an organization to achieve predetermined goals. All available resources must be planned, organized, mobilized and used properly according to the plans stated in the company's human resource management book (Sinambela, 2013). Discipline is a certain condition in which members of an organization or company voluntarily comply with applicable regulations, while work is any human activity to achieve predetermined goals. Wahyuningrum (2008), explains that work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten, as well as readiness to implement them and ready to accept any sanctions given if they violate the duties and authority given to them.

According to Hartatik (2014), work discipline is a tool used by managers to change habits or behavior and increase employee awareness and readiness to comply with all applicable agency regulations and social standards. According to Maryani et al. (2021), work discipline is an employee's awareness, willingness and work involvement, as well as an attitude of obedience, submission and following all applicable rules and standards. Work awareness is a voluntary attitude and calls for duties and responsibilities for an employee. Fingerprint comes from English which means fingerprint. Fingerprints are lines found on the skin of the fingertips and are different for each person. Fingerprints function to provide greater friction so that the fingers can hold objects more tightly (Apriyani, 2020). According to Kaushal & Kaushal (2011) and Kristin & Suputra (2016), fingerprints are personal identities that cannot possibly be like others. The properties or characteristics possessed by fingerprints are perennity, namely the streaks on the fingerprints that will stick with humans for life, immutability which means that a person's fingerprints will never change except in a serious condition, such as an accident that changes their appearance. existing fingerprint patterns, and individuality which means having uniqueness. Fingerprints also have the originality of their owner which cannot possibly be the same as anyone on this earth, even someone who is an identical twin. (Kristin & Suputra, 2016).

Employee presence is a very important factor in a company or agency. The punctuality and integrity of employees who are assessed will help the agency/institution to survive. The employee attendance system is often used to ensure employee commitment and responsibility for their work to obtain maximum results and according to predetermined goals (Subiantoro & Sardiarinto, 2018). One system that is now frequently used is an Android-based online attendance application. Android-based online attendance applications are starting to be frequently used by companies, because employee loyalty and performance are difficult to measure if the attendance system used by the company still uses a manual attendance system (Safuan & Rahman, 2021). Online Attendance is an electronic-based service system for recording and managing employee absences which has components such as hardware, network, database, procedures and operational personnel (Safudin, 2018).

METHODS

Based on the problem formulation and research objectives, this type of research is Qualitative Descriptive. Moileioing (2010) state that qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior. Meanwhile, according to Sugiyono (2016), qualitative

research methods are a type of research that is based on reality, used in natural object conditions, and the researcher is the key instrument. Data collection techniques are carried out using triangulation (combination), data analysis is inductive, and qualitative research results emphasize real reality rather than reasoning. The location of this research was carried out at the Regional Development Planning Agency of Sulawesi Tenggara Province, based on several considerations, namely: based on observations found in the field, there are still problems with employee work discipline, and the availability of ease in obtaining valid data to analyze the application of fingerprint attendance and online. Determining informants in this research was carried out using purposive sampling techniques. According to Sugiyono (2016), purposive sampling is a technique for sampling data sources with certain considerations. Referring to this definition, to obtain accurate information, the researcher will conduct interviews with the Bappeda Secretary, Head of the Personnel Sub-Division, attendance admin, and staff based on the consideration that the Bappeda Secretary and the Head of the Personnel Sub-Division are officials who have a role in managing the personnel of the Sulawesi Province Bappeda Southeast and knowing the impact of implementing attendance, this informant has used a fingerprint attendance system and an online attendance system. Attendance admin is staff who knows how to manage fingerprint attendance systems and online attendance systems. Sulawesi Tenggara Province Bappeda staff as users of fingerprint attendance and online attendance. Primary data is data obtained in the field or research area. Primary data is unprocessed data or raw data in the form of interviews, and this data is obtained through direct interview techniques. Meanwhile, secondary data is data obtained through literature study by reading books, literature, journals, newspapers and various other information related to the problem being studied. This secondary data is intended as supporting data to complement primary data. The data analysis used in this research refers to Miles & Huberman (1984), which states that activities in qualitative data analysis are carried out face to face and continue continuously until completion, so that the data is saturated. Some activities in data analysis include Data Reduction, Data Presentation, and Drawing Conclusions. The triangulation that is used or applied during research is using source triangulation because if the data obtained through interviews, then checked with observation, and documentation produces different data, then the researcher carries out further discussions with the data source in question or other, to ensure which data is more correct.

RESULTS

The aim of implementing fingerprint attendance in the Sulawesi Tenggara Province Bappeda is to increase employee motivation regarding working hours, provide convenience and comfort in the attendance process, and avoid manipulation of attendance as often occurs when using manual attendance. In practice, fingerprint attendance can increase employee motivation to attend on time because this attendance has a high security system. With this attendance method, employees cannot borrow their absences, and the possibility of manipulation is minimized because fingerprints are different for each employee. This is in line with the research of Nurhajati & Malinda (2021), which states that one of the impacts of fingerprint absence is the accuracy of working hours, and with the theory of Kristin & Suputra (2016), which states that fingerprints are a personal identity that cannot possibly have anything in common with others. Apart from that, real-time recording provides clear information about employee attendance, whether the employee is present on time or not. Reward and Punishment are also determining factors in employee motivation. Employees who do not attend on time will be given a TPP deduction, while employees who are highly disciplined will receive awards in the form of training facilities to improve human resources and employee involvement in all activities outside the office. These results are in line with Mutohar's (2018) theory, which states that justice and punitive sanctions are part of the determining factors of employee work discipline.

The following is the legal basis used by the Sulawesi Tenggara Province Bappeda in order to implement penalties and provisions on working hours when implementing fingerprint attendance, namely Sulawesi Tenggara Governor Regulation Number 29 of 2019 concerning Amendments to Sulawesi Tenggara Governor Regulation Number 85 of 2018 concerning Additional Income for Civil Servants Scope of the Provincial Government Sulawesi Tenggara, explained in article 11 paragraph 2 (points b and c) and paragraph 3 which states that the percentage of TPP scores in the Work Performance component is for Civil Servants and Civil Servant Candidates who are late and do not attend morning and evening face scans, every time will be reduced by 6.00% (six percent) of the TPP amount. For Civil Servants and Prospective Civil Servants who do not attend the afternoon face scan and are not present in the room and do not make daily performance reports each time, a reduction of 2.5% (two and a half percent) of the TPP amount is reduced. Absences for civil servants and prospective civil servants are held in the morning from 07.00 - 07.30, in the afternoon from 13.00 - 14.00 and in the afternoon from 16.00 - 16.45.



Figure 1. Fingerprint Attendance System Machine

Written and unwritten rules or regulations are created so that the goals of an organization can be achieved well. For this reason, employees are required to be loyal to the commitments set by the organization. Loyalty means being obedient and obedient in carrying out orders from superiors as well as regulations and rules that have been determined by the organization. Based on the results of research conducted, employee compliance with regulations related to the implementation of the fingerprint attendance system is the punctuality of employees entering the office and employee compliance with rules regarding granting TPP. This is because the attendance machine is in the office and the attendance method which uses fingerprints encourages employees to enter the office to take attendance. This attendance method ensures that employees comply with existing regulations, such as Government Regulation Number 94 of 2021 which requires ASN to come to work and comply with working hours provisions, as well as Sulawesi Tenggara Governor Regulation Number 29 of 2019 concerning Amendments to Sulawesi Tenggara Governor Regulation Number 85 of 2018 concerning Additional Income for Civil Servants Scope of the Sulawesi Tenggara Provincial Government.

Severe sanctions await an employee if they knowingly and repeatedly violate these regulations. PP Number 94 of 2021 clearly states the disciplinary penalties that ASN will receive if they violate working hours. Meanwhile, Regulation of the Governor of Sulawesi Tenggara Number 29 of 2019 contains sanctions for cutting TPP for ASN who indiscipline is. It can be understood that the discipline of the Sulawesi Tenggara Province Bappeda employees' regulations when implementing fingerprint attendance is due to the good security system for this attendance, so that attendance records are

correct. If you are late, you will be recorded as late, as will if you are absent. There is no other opportunity for employees other than being present at the office and taking attendance, if the employee concerned does not want to be given disciplinary sanctions.

One form of employee responsibility is being ready and able to carry out every task that has been given, completing work or assignments according to the time specified, being careful in using office equipment, and being thorough in completing the tasks that have been given. From the research results, it was found that fingerprint attendance was not in line with the discipline and responsibilities of the Sulawesi Tenggara Province Bappeda employees. Fingerprint attendance is only good for increasing employee attendance compliance, employees who arrive on time at the office may not necessarily be in the room during working hours to complete their tasks, but it could be that the employee leaves the office shortly after being absent. Making daily reports cannot be a benchmark for realizing responsibility, because the daily reports made when implementing fingerprint attendance are carried out at the end of the month so that leaders cannot control employees' daily activities.

The aim of implementing online attendance is to increase employee productivity which comes from discipline, provide convenience and comfort in the employee attendance process, increase time efficiency, reduce costs, and avoid absenteeism manipulation. However, from the research results online attendance still has shortcomings in increasing employee compliance with the provisions of predetermined working hours. This attendance system is considered weak from a security perspective, the results achieved from attendance are not in line with the reality on the ground so there is still a need to improve the system to increase the security of this attendance. Apart from that, the attendance system is based on applications and Global Positioning System (GPS) technology, making it possible for fraud to occur. The results of this research are in line with the findings of Safuan & Rahman (2021), where Android-based online attendance still needs to be continuously upgraded and evaluated periodically. Apart from the system requiring increased security, the radius of the attendance coordinate points is also very wide, namely the office and office yard. With coordinates like this, employees can take attendance even if they are in the office yard, it could even happen that the person doing the absence is not the employee concerned. The following is the radius of the coordinates for online attendance at Bappeda Sulawesi Tenggara Province which can be seen in Figure 2.



Figure 2. Online Attendance Coordinate Point

Based on the results of the research conducted, the online attendance system has not been able to encourage Sulawesi Tenggara Province Bappeda employees to comply with the regulatory provisions set by the government. Weaknesses in the security system and extensive absenteeism coordinates cause employees to easily manipulate their attendance, taking attendance even outside the office such as the office yard or parking lot, employees can even take attendance on the highway which is included in the attendance coordinates of the Sulawesi Tenggara Provincial Bappeda office. This attendance system needs to be evaluated periodically, because the hope of implementing

an online attendance system is to create an attendance system that is easy, has high security, is accurate, and can increase productivity. Apart from that, this system is also used with the initial aim of creating good governance within the Sulawesi Tenggara Province Bappeda office. According to Muslikhah (2019), to support the creation of good governance, managing employee data requires the application of technology and information systems. This has been studied in various studies that prove the benefits of information technology systems in improving the performance of government agencies. However, the technology and information-based attendance system at the Sulawesi Tenggara Province Bappeda office is not yet running optimally.

From the results of the research that has been carried out, employee responsibility for the tasks that have been assigned to them is the main priority of the leadership at the Sulawesi Tenggara Province Bappeda. Bappeda's responsibility to produce quality and timely planning documents is always a special concern, because without these documents, regions cannot carry out development. Planning documents at Bappeda are the basis for preparing the Regional Revenue and Expenditure Budget (APBD), so they must be maintained so that they can be completed on time. The Online Attendance System is an attendance system that can have a positive impact on employees to increase discipline and responsibility. An online attendance system that is integrated with daily performance reports helps employees to manage their work better, there are no more work delays because employees are required to input their daily performance into the system. The employee's immediate supervisor has the duty to approve or disapprove the report. If employees provide input that is not in accordance with what has been observed by the leadership or employees input activities that do not contribute, then the management can reject the input. This condition clearly motivates employees to always complete their tasks and encourages employees to have high initiative regarding the workload given.

DISCUSSION

There are several advantages and disadvantages of Fingerprint Attendance and Online Attendance at Bappeda Sulawesi Tenggara Province based on the research results obtained. As for the shortcomings of Fingerprint Attendance, the touchscreen is not responsive in detecting employee data, there are queues or accumulation of employees when taking attendance, it has not been able to increase employee productivity. Meanwhile, the advantages are that it has good security so that attendance records cannot be manipulated, it can increase employee punctuality to office hours and can increase employee regulatory discipline. The disadvantage of Online Attendance is that attendance records can be manipulated with an application, it cannot improve employee punctuality to office hours and employees can take attendance even in the office yard and office parking as long as they are within the attendance coordinate point. Meanwhile, the advantage is that the attendance system is integrated with daily reports so that employees can carry out work-related responsibilities because they must be input into the system and employee attendance is recorded digitally and can be printed out directly.

From the results of the research conducted, the factors that influence the work discipline of Sulawesi Tenggara Province Bappeda employees in implementing fingerprint attendance are a good security system for fingerprint attendance, motivating employees to be present at the office on time. This is in line with the research results of Puspaningrum et al. (2019), which explains that fingerprint absence has the smallest risk if manipulated. Real-time recording of attendance results, so that employee attendance data can be properly identified, both for those who are on time and those who are late. This is in line with the research results of Puspaningrum et al. (2019), which states that fingerprint attendance has a high level of accuracy in recording employee attendance data, with more precise results and centralized data and the existence of punishment in the form of TPP deductions for employees who are late or do not come to work. Meanwhile, the factors that influence employee work discipline in the implementation

of online attendance are digital attendance recording and its integration with daily performance reports which must be input every day, motivating employees to manage work to increase productivity and the existence of punishment in the form of TPP deductions for employees who are late or not coming to work and not filling in daily reports in the system. Mutohar (2018) explains that punitive sanctions are part of the determining factors for employee work discipline.

CONCLUSION

Based on the research results and the description of the review of the analysis results of the previous chapter, the author can conclude that regarding the application of the fingerprint attendance system and online attendance system in improving the work discipline of Bappeida employees of Sulawesi Tenggara Province and the supporting factors for increasing employee work discipline from the implementation of the Fingerprint Attendance system and the Attendance system Bappeda Online is a fingerprint attendance system which is an attendance system that can improve time discipline or measure employee attendance at the office. This system has a high level of security so that it is not easy for anyone to manipulate attendance records, where attendance can be recorded in real-time. Apart from that, because this absence has a high level of security, it also has a positive impact on the regulatory discipline of Provincial Bappeda employees. Sulawesi Tenggara.

The implementation of the fingerprint attendance system has not had a positive impact on employee discipline and responsibility. This system only has a feature for recording attendance and home office time. Employees being present on time does not guarantee that employees will immediately carry out the tasks that have been given, employees may leave the office after being absent, while monitoring of daily performance reports is only carried out at the end of the month. Sulawesi Tenggara Province Bappeida's online attendance system is an attendance system that can maintain discipline and employee responsibilities. This system is integrated with daily performance reports and employee SKP, where each employee is required to input daily activities in the application so that this system helps employees to manage activities and avoid work delays. The implementation of the online attendance system still has weaknesses in terms of improving time discipline and regulatory discipline for Provincial Bappeda employees. Sulawesi Tenggara. A weak security system and wide attendance coordinates allow employees to manipulate attendance points and allow employees to be absent even when they are outside the office. In implementing fingerprint attendance, the attendance system has high security, real-time recording, and there is punishment in the form of TPP deductions. In implementing online attendance, recording attendance digitally and integrating it with daily performance reports which must be input every day, there is punishment in the form of TPP deductions for employees who do not have daily performance, and rewards for employees who can complete tasks on time and with quality.

There are several suggestions regarding the implementation of an attendance system to improve employee work discipline. It would be better for the Sulawesi Tenggara Province Bappeda to improve security and reduce the coordinate points for absences in the online attendance system to improve employee time discipline. In terms of improving work discipline, Sulawesi Tenggara Province Bappeda should back up online attendance using fingerprint attendance, considering that the fingerprint attendance system has a fairly good level of security. Meanwhile, the online attendance system is an attendance system that is in accordance with Sulawesi Tenggara Provincial Regulation Number 2 of 2020 concerning the Implementation of Electronic-Based Government Systems (SPBE) so that attendance will continue to be used. Based on the limitations of this research, it is recommended for future researchers to improve research by using quantitative methods or using mixed methods related to employee work discipline through implementing an online attendance system or fingerprint attendance system. Carrying out increased research by looking at the relationship with other variables,

namely the fingerprint attendance system and online attendance system on employee discipline and performance. Researchers realize that this research has several limitations, namely that this research still needs to be explored using a quantitative approach to see the effect of fingerprint attendance and online attendance on employee discipline in the Bappeda of Sulawesi Tenggara Province.

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