

The Influence Of Work Discipline And Fingerprint Technology On Employee Performance At PT. Honda Sanggar Laut Palopo

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Abstract

The main objective of this research is to investigate the impact of work discipline and Fingerprint Technology on employee performance at PT. Honda Sanggar Laut Palopo. This study employs a mixed-method approach, combining quantitative and qualitative research methodologies, with a sample of 100 employees from PT. Honda Sanggar Laut Palopo. Data collection was conducted through questionnaire administration, and analysis was carried out using SPSS 26 as the selected statistical tool. The findings of this research indicate that both individually and collectively, work discipline and fingerprint technology have a significant and positive influence on employee performance at PT. Honda Sanggar Laut Palopo. These findings underscore the importance of these two factors in shaping and enhancing the overall effectiveness and productivity of the workforce within the organizational context. The results of this study suggest that work discipline and fingerprint technology variables are indeed pivotal and crucial aspects in improving employee performance at PT. Honda Sanggar Laut Palopo, as both factors evidently play key roles in enhancing employee performance, as proven by the acceptance of all hypotheses in this research.

Keywords: Work Discipline; Fingerprint Technology; Employee Performance;

1. Introduction

The role of human resource management (HR) has an obligation to develop conducive employee behavior. Apart from that, HR management also has the task of creating the best performance for the company and employees. The success of a company is greatly influenced by the individual performance of its employees. Every company will always try to improve employee performance, with the hope that the company's goals will be achieved. Presence is proof that an employee is present and working at a company or agency. Recording employee attendance is an important factor in managing human resources. In order to improve the work image and performance of PT. Honda Sanggar Laut Palopo employees towards professionalism and supporting the creation of good performance.

The development of science in all fields is currently very rapid, especially in the field of Information Technology (IT), in line with the need for organizations to facilitate all their activities in order to achieve their goals. One example is the development of computer applications to fulfill every type of activity in the organization, making it easier for every employee to carry out their duties and responsibilities. Employee performance is one of the main elements that can be improved if employees know what is expected when they can participate and are assessed on the results of their performance based on their behavior. Performance appraisals must be carried out fairly and impartially and must accurately reflect actual performance. The question is whether employees have high competitive behavior to achieve better work performance and give birth to behavior that is not quickly satisfied with results [1].

Tight competition in the business world continues to develop very rapidly from time to time, and this tight competition also occurs in the business world in Indonesia. To be able to adapt to very tight business competition conditions, companies need qualified and experienced resources. These resources can include financial resources, physical resources and human resources [2]. In the context of current competition, companies must have strong resources. The resources needed to run a company cannot be seen as independent parts, but must be seen as a strong unit forming a synergy. In this case the role of human resources is very determining. Human resources are the only resources that have feelings, desires, skills, knowledge, encouragement, power and work. All of these human resource potentials influence the organization's efforts to achieve its goals. No matter how advanced technology, information development, availability of capital and adequate materials, without human resources it is difficult for an organization to achieve its goals [2].

Discipline is the most important operative function of Human Resource Management because the better the employee's discipline, the higher the work performance they can achieve. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results (Suyuti and Siraj 2019). Good discipline can reflect a strong sense of responsibility for the tasks one has. This can encourage enthusiasm for work in each individual so that they can make a good contribution to the company and achieve the desired success for both the company and the employees themselves [2]. work discipline is a tool used by managers to communicate with employees so that they are willing to change their behavior and as an effort to increase awareness and willingness to comply with all company regulations and applicable social norms. [1].

Discipline which is a problem is tardiness and absenteeism where every day there are always those who are late, such as being outside the office during working hours and not being present, which causes work to be delayed and not completed, which will affect employee performance. Employee work performance refers to the results that can be achieved by individuals or groups in an organization, both in terms of quality and quantity. These results are in accordance with their respective duties, responsibilities and authorities, and efforts are made to achieve organizational goals in a legal, moral and ethical manner [3] [4]. Work discipline must be firmly fostered by the company, because having good employee work discipline will have an impact on work productivity to realize company goals. Performance can be known and measured if employees have criteria or standard benchmarks for success set by the company in achieving their goals [5]. One of the things that needs to be considered in work discipline is the issue of employee attendance or absenteeism. Attendance is a data collection activity to determine the number of people present at an event and companies use an attendance system to determine the presence and absence of employees [6].

Currently, many companies have used a more modern system for recording attendance in order to achieve the goal of improving employee work discipline, namely they have started using fingerprint tools [7]. The aim of using fingerprints as an attendance machine in a company is to increase employee productivity in the company starting from discipline and attendance. Therefore, with increasingly advanced technology, there is a solution to this problem, and one solution is to use fingerprints as an attendance system [8].

According to Misbach (2010; 47) fingerprints are genetic structures in the form of very detailed skeletons and marks inherent in humans that cannot be erased or changed. Fingerprints are like human barcodes which indicate that no one person is the same. Fingerprints are specific, permanent and easy to classify. Meanwhile, according to Suyadi (2010; 103) fingerprints are skin on the palms of the hands or feet that is covered with small raised lines called friction ridges. Finger prints have an accuracy rate of 90 – 95% and are not influenced by any conditions and do not even change throughout life [9].

This research was conducted at the South Sulawesi Province Culture and Tourism Office. In this office, one of the aspects that is really needed in the agency is the issue of attendance and work discipline, whether it is appropriate and has been implemented in the agency. The effectiveness of applying fingerprint attendance to the attendance discipline of Civil Servants (PNS) at the South Sulawesi province office of culture and tourism, where so far in manual attendance, superiors or other employees seeing attendance cannot indicate the level of employee attendance discipline, because in manual attendance there is no information about when the employee comes and goes home, employees can be double absent on other days or even entrust their absences to other employees, making it difficult for superiors to provide assessments and sanctions if violations occur [10].

The problem in this research is expressed as the influence of work discipline and fingerprint technology on employee performance. The aim of this research is to determine the effect of work discipline and fingerprint technology on employee performance. It is hoped that this research will be able to provide theoretical and practical benefits to all parties related to this research. regarding employee performance and can be an additional reference for further research. As well as the practical benefits, it is hoped that the results of this research for company agencies can make a positive contribution in terms of implementing policies that can prevent this from happening to employee performance.

2. Methodology

The research method used in this research is a combination of quantitative and qualitative methods. The research location is PT. Honda Sanggar Laut Palopo. The population in this study is employees of PT. Honda Sanggar Laut Palopo, totaling 100 employees. The sample in this study was 100 employees and the collection used a Google form liker scale with data collection using statistical data analysis instruments. This research was conducted at the company PT Honda Sanggar Laut Palopo. The sampling method uses census techniques or saturated samples. This research aims to find out how work discipline and fingerprint technology influence employee performance. This research is a quantitative descriptive research that uses a survey method with a Google Form questionnaire to employees of PT Honda Sanggar Laut Palopo. The survey method was carried out using a questionnaire as the main instrument for collecting data. With the survey, it is hoped that the research results can describe the actual conditions in this research. This research uses spss 26 software to process data obtained based on questionnaires which are then processed into statistical data which is then interpreted [11].

3. Result and Discussion

3.1. Result

Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
WORK DISCIPLINE	100	10.00	37.00	14.3500	4.14479
FINGERPRINT TECHNOLOGY	100	10.00	42.00	14.8900	4.86151
EMPLOYEE PERFORMANCE	100	10.00	39.00	15.0200	5.01509
Valid N (listwise)	100				

Source: data processed by SPSS 26

Based on table 1, 3 general descriptions of research results can be drawn as follows. First, work discipline data has a minimum score of 10 and a maximum score of 37. Large shows an average score of 14.3500 with a standard deviation of 4.14479. A fairly large standard deviation indicates that there is a large variation between the lowest and highest values for variable X1. Second, fingerprint technology data has a minimum score of 10 and a maximum score of 42, an average score of 14.8900 with a standard deviation of 4.86151. A fairly large standard deviation indicates that there are large variables from the lowest and highest values for variable the lowest of the highest values for variable Y.

Validity Test Results

Validity Test Results Table				
Variable	Number of Items	Valid Items	Information	
Work Discipline (X1)	10	10	-	
Fingerprint Technology (X2)	10	10	-	
Employee Performance (Y)	10	10	-	

Source: Data processed by SPSS 26

Based on the table, it can be seen that the 10 statement items for the work discipline variable are declared valid because the calculated r value seen from the corrected item total correlation is greater than the r table of 0.35 as explained by Sugiyono and Wibowo (2004). Where valid questionnaire items can be used as a reference for further research. Meanwhile, fingerprint technology which consists of 10 statement items and employee performance which consists of 10 statement items are also declared valid because the corrected item total correlation value is greater than 0.30 and valid questionnaire items can be used as a reference for further research.

Reliability Test Results

Reliability Test Results Table

Variable	Number of Items	Cronbach's Alpha	Information
Work Discipline (X1)	10	0.845	Very good
Fingerprint Technology (X2)	10	0.893	Very good
Employee Performance (Y)	10	0.904	Very good

Source: Data processed by SPSS 26

Based on the summary table of reliability test results above, the Cronbach's alpha value for work discipline is 0.845, fingerprint technology 0.893, and employee performance 0.904. This means that for all statement items it is very good for work discipline, fingerprint technology and employee performance as stated.

Multiple Linear Regression Test Results

Table of Multiple Linear Regression Test Results

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	Sig.
1	(Constant)	2,695	1,222		,030
	Work Discipline	,174	,078	,177	,002
	Fingerprints	,656	,081	,636	,000

Source: Data processed by SPSS 26

From the data above, a multiple linear regression equation can be created as follows:

$$Y = a + e + b_1x_1 + b_2x_2$$

$$Y = 2.695 + 0.174x_1 + 0.656x_2$$

Where:

- Y : Employee performance
X1 : Job satisfaction
X2 : Work motivation
b1, b2 : Regression coefficient
a : Constant
e : error

From this equation it can be concluded that:

1. A constant of 2.695 states that if there is work discipline (X1) and fingerprint technology (X2), employee performance at PT. Honda Sanggar Laut Palopo is 2,695.
2. The work discipline regression coefficient (x1) of 0.174 states that every addition (because of the positive sign) of 1 work discipline point will improve employee

performance at PT. Honda Sanggar Laut Palopo is 0.174 assuming fingerprint technology (X2) is fixed.

3. The fingerprint technology regression coefficient (X2) of 0.656 states that every additional (due to a positive sign) 1 point of fingerprint technology will improve the performance of PT employees. Honda Sanggar Laut Palopo is 0.656 assuming work discipline (X1) is constant.

R2 Test Results

R2 Test Results Table

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.741a	.849	.940	3,402	1,553

Source: Data processed by SPSS 26

Based on the calculation results in the table above, the adjusted R square value is 0.741 or 0.849, so the influence of variables X1 and X2 to Y is 84.9% and the remainder is influenced by other factors as much as 15.1%

F Test Results

Table of F Test Results

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig
1	Regression	1367.417	2	683,709	59,080	.000b
	Residual	1122.543	7	11,573		
	Total	2489,960	9			

Source: Data processed by SPSS 26

The simultaneous/joint significance test (F statistical test) produces an F value of 59,080. In degree of freedom 1 (df1) = number of variables - 1 = 3-1 = 2, and degree of freedom 2 (df2) = nk-1 = 100-2-1= 97, where n = number of samples, k = number of independent variables, the Ftable value at the 0.05 significance confidence level is 3.09, thus Fcount = 59,080 > Ftable = 3.09 with a significance level of 0.000. because the probability of significance is much smaller than sig < 0.05, the regression model can be used to predict employee performance at PT. Honda Sanggar Laut Palopo or it could be said that work discipline (X1) and fingerprint technology (X2) together influence employee performance at PT. Honda Palopo Marine Studio.

T Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	Q	Sig.
1	(Constant)	2,695	1,222		,206	,030
	Work Discipline	,174	,078	,177	,243	,002
	Fingerprints	,656	,081	,636	8,064	,000

Source: Data processed by SPSS 26

By using the t-test, the calculated t value for the work discipline variable X1 is obtained while the t table is at the confidence level 95% significance 5% or 0.05) and the t table value is 1.661 ($df = N - k - 1 = 100 - 2 - 1 = 97$ using a significance of 0.05. Based on the analysis above, it can be concluded that work discipline has a significant effect on performance employees at PT. Honda Palopo Marine Studio. So that the calculated T value of variable X2 is obtained fingerprint technology is 8,064 while Ttable is 1,661, thus Tcount = 8.064.

3.2. Discussion

3.2.1. The influence of work discipline on employee performance

The results of testing this first hypothesis show that the work discipline variable has a calculated value $< t \text{ table of } 2,243 > 1.661$ and a significant value of $0.002 > 0.05$. This means that work discipline has a positive and significant effect on the performance of PT Honda Sanggar Laut Palopo employees. The higher the work discipline, the better the company, especially at PT Honda Sanggar Laut Palopo.

The results of this research are in line with research conducted by (Asman and Darmalia 2021) Work discipline has a positive and significant influence on employee performance at PT. Mewah Indah Jaya – Binjai. The results of research conducted by Saripuddin and Handayani (2017) concluded that motivation and discipline have a positive and significant effect on employee performance. Different from research conducted by (Suyuti and Siraj 2019) Work discipline does not have a significant effect on employee performance.

3.2.2. The influence of fingerprint technology on employee performance

The results of testing the second hypothesis from this research show that the fingerprint technology variable has a calculated t value $< t \text{ table, namely } 8.064 < 1.661$ with a significant value of $0.000 < 0.05$, then fingerprint technology has a positive effect on employee performance. Finger print can be used as a control tool for leaders to see the level of discipline. At PT. Honda Honda Sanggar Laut Palopo .

The results of this study are in line with [12] shows that the variable Application of Fingerprint Attendance (Fingerprint) has a significant positive influence on employee performance. And research conducted by [13]. The results of the analysis show that the

effectiveness of implementing fingerprint attendance has a positive and significant effect on employee performance. The effectiveness of implementing fingerprint attendance has a significant effect on work discipline. Different from research conducted by [14]. This fingerprint attendance technology still faces several obstacles, including delays in employee entry times and employee accessibility when it comes to residence and location of activities. So it is still common to find employees who often arrive late or leave earlier than scheduled.

4. Conclusion

This research aims to find out whether work discipline and the use of fingerprint technology have an influence on employee performance at PT. Honda Palopo Marine Studio. The results of data analysis and hypothesis testing show that work discipline has a positive and significant influence on employee performance in the company. This indicates that a high level of discipline among employees contributes positively to achieving good performance. On the other hand, the use of fingerprint technology has also been proven to have a significant positive impact on employee performance. With the adoption of this technology, efficiency and accuracy in absenteeism and work time management increases, which in turn increases productivity and overall performance of employees. Therefore, it can be concluded that both work discipline and the use of fingerprint technology are important factors in improving employee performance at PT. Honda Sanggar Laut Palopo.

The limitations of this research are that the independent variables used are only two variables, namely work discipline and fingerprint technology, so that future researchers can use other variables that influence employee performance such as intellectual intelligence, gender, expenses, work motivation, incentives, and others. The respondents used in this research were only employees at PT. Honda Sanggar Laut Palopo, so that further research can expand the reach of respondents, such as using respondents from two or three larger companies. Further research can also be conducted in the government sector. Company management should pay more attention to employees, especially in providing training to improve employee abilities. Implementing work discipline and fingerprint technology is one of the many factors that can influence employee performance. Therefore, provision and training are mandatory requirements for every employee.

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