

## Analysis of the Effectiveness of Implementing Fingerprint Absence, Discipline and Motivation on the Performance of Mawing I Paskhas Lanud Halim Perdana Kusuma Jakarta



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**ABSTRACT:** The purpose of this study was to analyze the effect of the effectiveness of the application of fingerprint attendance and discipline on the performance of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta, either simultaneously or partially. This study also wants to analyze which variables of the effectiveness of the application of fingerprint attendance and discipline have a dominant effect on the performance of the members of Mawing I Paskhas Halim Perdana Kusuma Jakarta. This type of research is explanatory research. The study population was all members of the NCO Mawing I Paskhas Halim Perdana Kusuma Jakarta, as many as 50 members. Considering that the population is not too large, census research is used, namely all members of the NCO Mawing I Paskhas Halim Perdana Kusuma Jakarta will be research respondents. The analysis method uses multiple linear regression and hypothesis testing. The results showed that the effectiveness of the application of fingerprint absence, discipline and motivation to the performance of members of the Mawing I Paskhas Halim Perdana Kusuma Jakarta, both simultaneously and partially. Furthermore, this study identified that the effectiveness of the application of fingerprint absence had a dominant effect on the performance of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta.

**KEYWORDS:** Effectiveness, Discipline, Motivation, Performance.

### I. INTRODUCTION

The role of humans in the organization as members plays a decisive role because the life and death of an air force organization solely depends on humans. Members are an important factor in any organization. Members also play a role as a determining factor in achieving agency objectives effectively and efficiently. Members become the driving force and determinant of the course of the organization.

Bureaucracy as a work system based on the cooperative relationship between positions directly regarding formal issues according to applicable procedures and the absence of sentiment without emotion or favoritism, without strings attached and prejudice. Bureaucracy is also meant to regularly organize a job that is done by many people. In addition, bureaucrats in carrying out their duties and authorities must be based on high legal perceptions and awareness. The characteristics of the bureaucracy, namely the full implementation of organizational principles, the existence of regulations that are strictly adhered to, officials work attentively according to their respective abilities, officials are bound by discipline, officials are appointed based on technical requirements by regulation,

The human resource factor is an element that must be considered by every agency, especially when considering that military agencies are related to public services. This forces every agency to be able to work more effectively, efficiently and productively. In providing public services, of course, this will spur the Air Force agency to be able to maintain its survival. In this case the air force agency must pay attention to the aspect of human resources. So humans can be seen as a determining factor, because it is in human hands that all innovation will be realized in an effort to realize the goals of government agencies.

Members are the activators of activities in a Paskhas agency. In carrying out activities, members need work instructions from the Paskhas agency so that the implementation is in accordance with the plan and must be supported by the work regulations of the Paskhas agency so as to create work discipline. The implementation of work discipline itself must be managed properly by its members because with a lack of discipline the members will work less well, not optimally which will result in the performance of the Paskhas agency going down. Basically a paskhas agency must prioritize public services, in this case there is something that the paskhas agency must pay attention to, namely the performance of its members, in this case, timeliness.

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In order to improve the image, work and performance of Mawing I Paskhas members towards professionalism and support the creation of good Mawing I Paskhas members, it is necessary to unify the directions and views of Mawing I Paskhas members which can be used as a guide or reference in carrying out both managerial and managerial duties. operations in all areas of duty and organizational units of the Mawing I Paskhas agency in an integrated manner. In addition, disciplining members is very necessary to improve the image, work and performance of members. Discipline is efforts to instill values or coercion so that the subject is able to comply with a rule. Meanwhile, member discipline is the ability to comply with obligations and avoid prohibitions specified in statutory regulations and/or official regulations which, if not adhered to or violated, will be subject to punishment. However, in reality there are still many members who commit violations. For example, there are still members who are not disciplined in working hours. There are still many members who don't come on time and go home early and maybe even leave without permission before working hours are over.

Since the 1970s, several companies in at least ten countries in the world have used fingerprint technology or what we usually call fingerprints. Efficiency is the basis for using a fingerprint system in a company or agency, this tool encourages companies or agencies to save time and energy as well as to ensure security. Thus, proof of member attendance (absence) can be through this tool. Of course this really helps the human resources division to evaluate the performance of the members of Mawing I Paskhas.

Meanwhile, Mawing I Paskhas, which has implemented fingerprint attendance to motivate its members, is a military institution. The implementation of fingerprint attendance has been implemented for members since 2015 who are in each staff and the results of implementing fingerprint / fingerprint attendance have a very good effect, so that there are no more members who arrive late or time corruption and no longer leave absent to others. Because this equipment only records the fingerprints of the members concerned, apart from that this equipment works online and can be monitored from a computer connected to the equipment. This fingerprint/fingerprint attendance also makes it easier for administrators to recap Member attendance.

In this research, the study of violation cases was taken by researchers, namely at Mawing I Paskhas Halim Perdana Kusuma Jakarta. Types of violations committed by members such as behavior that is not in accordance with the military code of ethics and delaying work and leaving the office during working hours to attend to personal interests and sometimes members do not have prior permission from superiors. So if other members or superiors need these members, it will be difficult to find them and office work will be delayed.

Therefore, in order to improve the discipline of its members, Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base applies the use of fingerprint attendance. In addition to facilitating attendance, fingerprints also make it easier for superiors to see the discipline of each member. In the presence manual, there is no explanation of when the member will come and go home, members can easily attend group meetings on other days or entrust absences to other members.

Provisions for implementing attendance through a new fingerprint machine are carried out for all members in the Mawing I Paskhas environment, both for those with status as members of the military and state civil servants.

Based on the background of the problem, the problem that can be formulated related to the effectiveness of fingerprint attendance and discipline on member performance at Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Base is how to describe the effectiveness of fingerprint attendance, discipline and performance motivation on members at Mawing I Paskhas Halim Lanud Prime Kusuma Jakarta?; How is the effectiveness of fingerprint attendance, discipline and motivation simultaneously significant to the performance of members at Mawing I Paskhas Halim Perdana Kusuma Jakarta?; How is the effectiveness of fingerprint attendance, discipline and motivation partially significant to the performance of members at Mawing I Paskhas Halim Perdana Kusuma Jakarta?; Which variables from the effectiveness of fingerprint attendance, discipline and motivation are dominantly the performance of members at Mawing I Paskhas Halim Perdana Kusuma Jakarta? Based on this, the purpose of this study was to analyze the effect of the effectiveness of applying fingerprint attendance and discipline on the performance of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base, either simultaneously or partially.

## **II. METHOD**

This research is a quantitative research, namely research that has a hypothesis in which statistical tools are needed to prove the hypothesis. This type of research is causal comparative using two independent variables and one dependent variable. The results of the influence between the variables studied will be explained in more depth so that this type of research is explanatory. According to Sugiyono (2009) explanatory research is research that aims to find out and explain the relationship between two or more variables, looking for the influence of a causal relationship between the independent variables (variables that influence) and the dependent variable (variables that are influenced).

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The scope of this research is in the field of Human Resource Management (HRM) with a focus on knowing the effect of the effectiveness of applying fingerprint attendance, discipline and motivation both simultaneously and partially and dominantly have a significant effect on the performance of members at Mawing I Paskhas Halim Perdana Kusuma Air Force Base Jakarta.

In this study there are independent variables and dependent variables. As for these variables:

- a. Bound variable : Member Performance (Y)
- b. independent variables: - Effectiveness (X1)
  - Discipline (X2)
  - Motivation (X3)

The data used in this research is quantitative data. Quantitative data, namely questionnaire data converted into numbers (Chandra et al., 2017). In the process, data processing expressed in numbers or numbers is then explained and interpreted in the description. Sources of data used in this study are primary data and secondary data. Primary data was obtained from distributing questionnaires to respondents where questions were provided by the researcher first. While secondary data is used to support primary data, in the form of administrative data obtained from documents at Mawing I Paskhas Halim Perdana Kusuma Air Force Base, Jakarta.

The instrument is said to be valid if the instrument is able to measure what is desired and can capture data from the variables that are written correctly. The level of instrument validity indicates the extent to which the collected data does not deviate from the description of what is intended (Arikunto, 2008). Furthermore (Rahadian and Kencana, 2018) mentions the reliability test is used to test the extent to which the instrument can be given relatively similar results and can be re-measured on the same subject. A good measuring tool does not vary in measurement, meaning that even if this tool is used many times it will give almost the same results. In this study, the reliability test was carried out using the Alpha Cronbach approach. The criterion is if Cronbach's Alpha value > 0.60 it is said that the questionnaire has high reliability Ghozali (2007).

To measure the validity using product moment correlation analysis (pearson correlation). The validity of research questions can be tested by looking for the significance of the correlation coefficient (r) of each question item to the total questions as a whole compared to the degree of confidence at the level  $\alpha = 0.05$

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{n(\sum x^2) - (\sum x)^2} \sqrt{n(\sum Y^2) - (\sum y)^2}}$$

Where:

- r = Product moment correlation coefficient
- X = Item score
- Y = Totalscore
- n = Number of respondents

If the sig. (2-tailed)  $r < 0.05$  or  $r$  count  $\geq r$  table means that the research question items are able to measure company problems/valid. The  $r$  table value with an error rate of 5% and the number of observations of 50 units of analysis is 0.231. The reliability test is used to test the extent to which the instrument can give relatively similar results and can be re-measured on the same subject. A good measuring tool does not vary in measurement, meaning that even if this tool is used many times it will give almost the same results (Arikunto, 2008). In this study, the reliability test was carried out using the Alpha Cronbach approach. The criterion is if Cronbach's Alpha value > 0.60 it is said that the questionnaire has high reliability Ghozali (2007).

A measuring instrument is called reliable if the respondent is consistent in filling out the measuring instrument or the list of questions asked. Reliability indicates the extent to which measurement results remain consistent. Furthermore, to measure or test whether the questionnaire used to collect research data can be trusted or reliable, a reliability test is used using the Cronbach Alpha reliability coefficient.

$$r = \frac{k}{k-1} \left( \frac{1 - \sum \sigma_i^2}{\sigma^2} \right)$$

- r = reliability coefficient
- K = Number of questions

$\sigma_i^2$  = Variant of the number of item scores

$\sigma^2$  = Variance of the number of item scores

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If the Alpha Cronbach value > 0.6, then the research question items are still reliable.

Multiple linear regression analysis was used in this study to determine the effect of the dependent variable (Y) on the independent variable (X). The multiple linear regression model used in this study is Ghozali (2007).

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Where:

Y = Performancemember

$\alpha$  = Numbersconstant

$\beta_1, \beta_2$  = Regression Coefficient

X1 = Effectiveness

X2 = Discipline

X3 = Motivation

e = standard error

Through this analysis it can also be seen the closeness of the relationship or correlation (R) between the independent variables and the dependent variable, where the value of the correlation coefficient (R) which is close to 1 indicates a higher level of closeness of the relationship between the two types of variables. Regression analysis can also show the magnitude of the contribution of the independent variables in explaining the changes or fluctuations that occur in the dependent variable, where the coefficient of determination/square ( $R^2$ ) is close to 1.0 indicating the magnitude of the contribution of the independent variables to changes in the dependent variable is close to 100% (Ghozali, 2007). In this study, the classical assumption test will be measured based on multicollinearity, heteroscedasticity, autocorrelation, and normality tests (Ghozali, 2007).

### III. RESULTS AND DISCUSSION

#### 1. Evaluation of the Validity and Reliability of Research Instruments

The statement items that have been answered by the respondent need to be tested, with the intention to find out whether it is true that the respondent understands the item asked by the researcher. (Sugiono and Tobing, 2021). In addition, researchers also want to know the level of consistency of respondents' answers to what has been asked. To find out the consistency of the respondents in answering the questionnaire items, a reliability test was carried out (Rikayanti and Listiadi, 2020). Below are the results of testing the validity and reliability using the SPSS 25.0 program, summarized in the following table:

##### A. Validity Test Results

The results of the validity test on the 14 statement items that measure the effectiveness of fingerprint attendance, discipline, motivation and performance of members are as follows:

**Table 1. Validity Test Results**

Variable	items	Correlation coefficient	r. Table	Sig.	Information
Effectiveness of fingerprint attendance (X1)	X1.1	.357**	0.223	.011	VALID
	X1.2	.229**	0.223	.109	VALID
	X1.3	1,000**	0.223	.000	VALID
	X1.4	1,000**	0.223	.000	VALID
	X1.5	1,000**	0.223	.000	VALID
	X1.6	1,000**	0.223	.000	VALID
	X1.7	1,000**	0.223	.000	VALID
	X1.8	1,000**	0.223	.000	VALID
	X1.9	1,000**	0.223	.000	VALID
	X1.10	1,000**	0.223	.000	VALID
Discipline (X2)	X2.1	.773****	0.223	.000	VALID
	X2.2	.827**	0.223	.000	VALID
	X2.3	.802**	0.223	.000	VALID
Motivation (X3)	X3.1	.745**	0.223	.000	VALID
	X3.2	.925**	0.223	.000	VALID
	X3.3	.745**	0.223	.000	VALID
	X3.4	.925**	0.223	.000	VALID

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	X3.5	.925**	0.223	.000	VALID
Performance (Y)	Y1.1	.682****	0.223	.000	VALID
	Y1.2	.708**	0.223	.000	VALID
	Y1.3	.686**	0.223	.000	VALID
	Y1.4	.759**	0.223	.000	VALID
	Y1.5	.5012**	0.223	.000	VALID

Source: Data processed in 2021

The test results above show that the r value for the 23 statement items obtains a value below the r table provisions (0.233) or the probability value (sig. 2-tailed) for the 23 questionnaire items produces a probability value below the number 0.05. The comparison shows that the respondents understand the 23 items in the questionnaire submitted by the researcher. Thus all the questionnaire items in this study were declared valid.

### b. Reliability Test Results

In addition to the validity test, each item of the research questionnaire/instrument for each variable is expected to be answered consistently/reliably by the respondent. Pearl, (2018) states that a variable is said to be reliable if the Cronbach Alpha value obtained from the calculation results exceeds or is greater than the specified cut-off of 0.6.

**Table 2. Reliability Test Results**

Variable	Alpha Cronbach	R table	Information
Effectiveness of fingerprint time attendance (X1)	0.790	0.6	Reliable
Discipline (X2)	0.826	0.6	Reliable
Motivation (X3)	0.818	0.6	Reliable
Member Performance (Y)	0.759	0.6	Reliable

Source: Data processed in 2021

The test results above show that Cronbach's Alpha values for the four variables studied which represent the 23 items in the research questionnaire produce values that are still below the cut-off number (0.6). This comparison shows that the respondents were consistent in answering the 23 questionnaire items submitted by the researcher. Thus all the items in the questionnaire in this study were declared reliable.

### 2. Results of Description Analysis

This study measures the description of the effectiveness of technical fingerprint attendance for members of Mawing I Paskhas Halim Perdana Kusuma Air Force Base, Jakarta. Besides that, it also measures work discipline, motivation and performance of members. Researchers used the SPSS program to explain the description of the four variables studied. The statistics used are the mean and mode values (Maswar, 2017). Explanation of each research variable is explained as follows:

#### a. Description of the Effectiveness of Occupational Fingerprint Attendance

The effectiveness of employee fingerprint attendance is measured by 10 indicators, namely achievement of organizational targets, ability to adapt, facilities, coordination, hardware, databases, procedures, human resources, goals and abilities and leadership examples. The number of questionnaire items is 20 items. The results of the analysis of the answers of 50 respondents on measuring the effectiveness of member fingerprint attendance are tabulated in the table below:

**Table 3. Variable Frequency Distribution Fingerprint attendance effectiveness (X1)**

Statement Points	Respondent Answer Score										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X1.1.1.	0	0	0	0	0	0	22	44	28	56	4.52
X1.1 Achievement of organizational targets											4.52
X1.2.1	0	0	0	0	2	4	25	50	23	46	4.56
X1.2 Adaptability											4.56
X1.3.1	0	0	0	0	3	6	23	46	24	48	4.42

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X1.3 Facilities											4.42
X1.4.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.4 Coordination											4.32
X1.5.1	0	0	0	0	0	0	22	44	28	56	4.56
X1.5 Hardware											4.56
X1.6.1	0	0	0	0	2	4	25	50	23	46	4.42
X1.6 Databases											4.42
X1.7.1	0	0	0	0	3	6	23	46	24	48	4.42
X1.7 Procedure											4.42
X1.8.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.8 Human resources											4.32
X1.9.1	0	0	0	0	3	6	23	46	24	48	4.42
X1.9 Purpose and capabilities											4.42
X1.10.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.10 Exemplary leadership											4.32
X1 Effectiveness of fingerprint time attendance											44.44

**Source:** Data processed in 2021

Information:

Achievement of organizational targets

X1.1.1 = Member attendance reaches target

Adaptability

X1.2.1 = can adapt to the work environment

Facility

X1.3.1.= facilities and infrastructure are used as optimally as possible

Coordination

X1.4.1.= can work well together

Hardware

X1.5.1.= computer utilization

Databases

X1.6.1.= can update the latest data

Procedure

X1.7.1.= always works according to procedure

HR

X1.8.1.= fully responsible for work results

Goals and abilities

X1.9.1.= Have knowledge according to their field

Leadership example

X1.10.1.= set an example of good behavior

Achievement of organizational targets is measured by one item of questionnaire, namely the presence of members reaching the target(Mustafid, 2017). The results of the mean analysis showed the highest value of 4.52 measuring the achievement of organizational targets as indicated by the timely presence of members at Mawing I Paskhas. This is indicated by the choice of strongly agreeing as much as 56.0% and agreeing as much as 44.0%. The ability to adapt that is measured is being able to adapt to the work environment. The results of the mean analysis showed the highest value of 4.56 measuring the ability to adapt as shown by members who can adapt to the work environment well. This is indicated by the choice of strongly agreeing as much as 46.0% and agreeing as much as 50.0%.

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Facilities, namely facilities and infrastructure are used as optimally as possible (Kotambunan et al., 2016). The results of the mean analysis show the highest value of 4.42 measuring the facilities indicated by members being able to use the facilities and infrastructure provided are always used optimally. This is indicated by the choice of strongly agreeing as much as 48.0% and agreeing as much as 46.0% and neutral choice as much as 6.0%. Coordination is being able to work together well. The results of the mean analysis show the highest value of 4.42 measuring the coordination shown by members who can work together well. This is indicated by the choice of strongly agreeing as much as 44.0% and agreeing as much as 46.0%. and a neutral choice of 8.0%. Hardware is measured by one item of questionnaire, namely the use of computers in the office. The results of the mean analysis show the highest value of 4.42 measuring hardware which is indicated by the use of computer systems by members in the office having a large and positive influence on effectiveness. This is indicated by the choice of strongly agreeing as much as 56.0% and agreeing as much as 44.0%. The measured database is able to update the latest incoming data. The results of the mean analysis show the highest value of 4.42 measuring the database indicated by the Paskhas member database which is always updated so that accurate data is created. This is indicated by the choice of strongly agreeing as much as 46.0% and agreeing as much as 50.0%. Procedure, that is, always work according to procedure. The results of the mean analysis show the highest value of 4.42 measuring the procedures shown by members who always work according to the procedure. This is indicated by the choice of strongly agreeing as much as 48.0% and agreeing as much as 46.0%. and a neutral choice of 6.0%. Human resources are fully responsible for work results. The results of the mean analysis show the highest value of 4.42 measuring human resources which is shown by members who are fully responsible for work results. This is indicated by the choice of strongly agreeing as much as 44.0% and agreeing as much as 46.0%. and a neutral choice of 8.0%.

The goal and ability is to have knowledge in their field (Christover and Ie, 2021). The results of the mean analysis showed the highest value of 4.42 measuring the goals and abilities indicated by members having knowledge in their respective fields. This is indicated by the choice of strongly agreeing as much as 48.0% and agreeing as much as 46.0%. and a neutral choice of 6.0%. Exemplary leadership is to set an example of good behavior. The results of the mean analysis show the highest value of 4.42 measuring the role model of a leader shown by giving an example of good discipline, honesty and fairness to his subordinates. This is indicated by the choice of strongly agreeing as much as 44.0% and agreeing as much as 46.0%. and a neutral choice of 8.0%.

### b. Discipline Description

**Table 4. Discipline Variable Frequency Distribution (X2)**

Statement Points	Respondent Answer Score										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X2.1.1.	0	0	1	4	5	10	26	52	16	32	4.42
X2.1 Obey the rules of time											4.42
X2.1.2	2	4	2	4	5	10	27	54	14	28	4.32
X2.2 Comply with company regulations											4.32
X2.1.3	0	0	0	0	3	6	21	42	26	52	4.46
X2.3 Obey the rules of conduct at work											4.46
X2 Discipline											13.20

Source: Data processed in 2021

Information:

Obey the rules of time

X2.1.1 = Accuracy of working hours

Obey company regulations

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X2.1.2 = Working conditions are quite harmonious

Obey the rules of conduct at work

X2.1.3.= do the jobs according to the position

Obedience to the rules of time is measured by one item of the questionnaire, namely the accuracy of working hours (Cape, 2015). Punctuality of members' working hours creates discipline. The results of the mean analysis show the highest value of 4.42 measuring adherence to the time rules of the members of Mawing I Paskhas Halim Perdana Kusuma Jakarta which is indicated by the accuracy of the members' working hours. This is indicated by the choice of strongly agreeing as much as 32.0% and agreeing as much as 52.0%. Compliance with company regulations means working conditions are quite harmonious and always in accordance with work procedures. The existence of quite harmonious working conditions and always in accordance with work procedures will lead to discipline. The results of the mean analysis show the highest value of 4.32 measuring obedience to company regulations as indicated by quite harmonious working conditions and always in accordance with work procedures. This is indicated by the choice of strongly agreeing as much as 28.0% and agreeing as much as 54.0%. Obey the rules of behavior at work, namely members do jobs according to position. The results of the mean analysis show the highest value of 4.46 measuring obedience to the rules of behavior in work shown by members doing jobs according to their positions. This is indicated by the choice of strongly agreeing as much as 52.0% and agreeing as much as 42.0%. and a neutral choice of 6.0%.

### c. Description of Motivation

**Table 5. Motivation Variable Frequency Distribution (X3)**

Statement Points	Respondent Answer Score										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X1.1.1.	0	0	0	0	3	6	23	46	24	48	4.42
X1.1 Physical needs											4.42
X1.2.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.2 need for security											4.32
X1.3.1	0	0	0	0	3	6	23	46	24	48	4.42
X1.3 Social needs											4.42
X1.4.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.4 Need for appreciation											4.32
X1.5.1	0	0	1	2	4	8	23	46	22	44	4.32
X1.5 The need for actualization											4.32
X1 Motivation											21.80

**Source:** Data processed in 2021

Information :

physical needs

X1.1.1 = Basic salary received is sufficient

The need for security

X1.2.1 = Protection at work is regulated by regulations

Social needs

X1.3.1.= Superior and subordinate relationship

The need for appreciation

X1.4.1.= Appreciate work performance

Needs actualization

X1.5.1.= attending training and training.

Physical needs are measured by one item of questionnaire, namely the basic salary received is sufficient. The results of the mean analysis showed the highest value of 4.42 measuring physical needs indicated by the basic salary received which is sufficient to support oneself and one's family. This is indicated by the choice of strongly agreeing as much as 48.0% and agreeing as much as



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46.0%. The need for security is protection at work governed by regulations. The results of the mean analysis show the highest value of 4.32 measuring the need for a sense of security indicated by protection at work governed by regulations, work equipment and safety allowances. This is indicated by the choice of strongly agreeing as much as 44.0% and agreeing as much as 46.0%. Social needs, namely the relationship between superiors and subordinates (Jufrizen and Sitorus, 2021). The results of the mean analysis show that the highest value is 4.42, measuring social needs as indicated by the relationship between superiors and subordinates that can be developed properly and respect each other. This is indicated by the choice of strongly agreeing as much as 48.0% and agreeing as much as 46.0%. and a neutral choice of 6.0%. The need for appreciation is to appreciate work performance and work creativity. The results of the mean analysis showed the highest value of 4.32 measuring the need for rewards shown by members appreciating work performance and work creativity. This is indicated by the choice of strongly agreeing as much as 44.0% and agreeing as much as 46.0% and neutral choice as much as 8.0%. The need for actualization is to appreciate work performance and work creativity. The results of the mean analysis show the highest value of 4.32 measures actualization needs shown by each member having the opportunity to attend training and training. This is indicated by the choice of strongly agreeing as much as 44.0% and agreeing as much as 46.0%. and a neutral choice of 8.0%.

### D. Job Description

**Table 6. Performance Variable Frequency Distribution (Y)**

Statement Points	Respondent Answer Score										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
Y1.1.1.	0	0	4	10	5	10	27	54	14	28	4.42
Y1.1 Quality of Work											4.42
Y211.2	0	0	1	2	4	8	23	46	22	44	4.32
Y1.2 Working Quantity											4.32
Y1.1.3	0	0	0	0	2	4	30	60	18	36	4.46
Y1.3 Responsibility											4.46
Y1.1.4	0	0	2	4	11	22	25	50	12	24	4.36
Y1.4 Cooperation											4.36
Y1.1.5	0	0	2	4	11	22	25	50	12	24	4.16
Y1.5 Initiative											4.16
Y2 Performance											21.72

Source: Data processed in 2021

#### Information:

Work quality

XY.1.1 = maximizing ability at work

Working quantity

XY.1.2 = work according to established procedures

Responsibility

XY.1.3.= responsible for trying to reduce errors in work

Cooperation

XY.1.4.= have a good working relationship with colleagues

initiative

XY.1.5.= work independently

Quality of work is measured by one item of questionnaire that is maximizing ability to work. Only with quality work can all tasks be carried out properly. Poor work quality will potentially lead to decreased performance. The results of the mean analysis show the highest value of 4.42 measuring the quality of work of members as indicated by the quality of employee work. This is indicated

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by the choice of strongly agreeing as much as 28.0% and agreeing as much as 54.0%. The quantity of work is work in accordance with established procedures. The results of the mean analysis showed the highest value of 4.32 measuring the quantity of work that members were able to work in accordance with the procedures set by KaMawing I Paskhas Halim Perdana Kusuma Jakarta as indicated by the quantity of work. This is indicated by the choice of strongly agree as many as 44.

Responsibility, namely being responsible for trying to reduce errors in work(Sapitri and Pancasasti, 2022). The results of the mean analysis show the highest value of 4.46 measuring the responsibility of members to have a good cooperative relationship with co-workers at Mawing I Paskhas Halim Perdana Kusuma Jakarta air base which is indicated by the responsibility of the members. This is indicated by the choice of strongly agreeing as much as 36.0% and agreeing as much as 60.0% and neutral choice as much as 4.0%. Collaboration, namely having a good working relationship with colleagues. The results of the mean analysis show the highest value of 4.36 measuring cooperation having a good working relationship with co-workers as indicated by employee cooperation. This is indicated by the choice of strongly agreeing as much as 24.0% and agreeing as much as 50.0%. and a neutral choice of 22.0%.

Initiative, namely work without waiting for orders from superiors but must comply with procedures(Saleh and Utomo, 2018). The results of the mean analysis show the highest value of 4.16 measuring the initiative of members to always work independently and automatically without supervision shown by employee initiative. This is indicated by the choice of strongly agreeing as much as 24.0% and agreeing as much as 50.0% and neutral choice as much as 22.0%.

### 3. Classical Assumption Test Results

#### a. Multicollinearity Test Results

Multicollinearity is a condition where in a regression equation there is a very high correlation between independent variables(Son, 2015). To find out the symptoms of multicollinearity, it can be seen from the VIF value. The VIF value must be less than 10 to be said to be free of multicollinearity symptoms

**Table 7. Value of Variance Inflation Factor**

Free/Independent Variable		Collinearity Statistics	
		tolerance	VIF
1	X1 - Fingerprint time attendance effectiveness	.965	1025
2	X2 - Discipline	.986	1037
3	X3 - Motivation	.973	1.017

**Source:** Data processed in 2021

Based on the VIF calculation above, it can be seen that all independent variables, namely the effectiveness of fingerprint attendance, discipline and motivation, have a value below 10 so that there are no symptoms of multicollinearity.

#### b. Autocorrelation Test Results

Autocorrelation in a regression model can be known by serial correlation test models using the Durbin Watson (DW) method(Anggraini and Muta'ali, 2013). A regression model equation can be said to have no autocorrelation symptoms if the Durbin Watson value is between -2 and 2 or  $-2 < DW < 2$ . Based on the calculation results it can be seen that the Durbin Watson value is 2,000 so that it is greater than -2 and smaller of 2. It means that it can be concluded that there is no autocorrelation in the regression model.

#### c. Heteroscedasticity Test Results

The heteroscedasticity test can be shown by looking at the results of the scatterplot, if the distribution of the scatterplot is spread out, it means that the regression equation is free of heteroscedasticity. The results of the normality test

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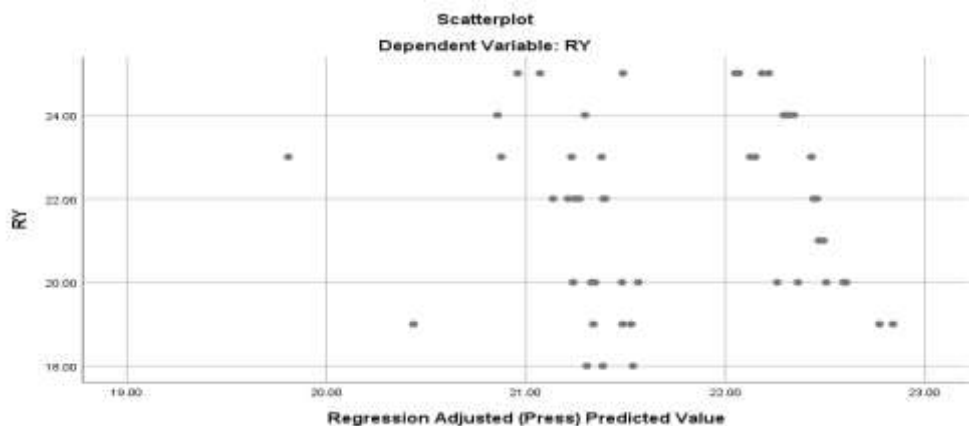
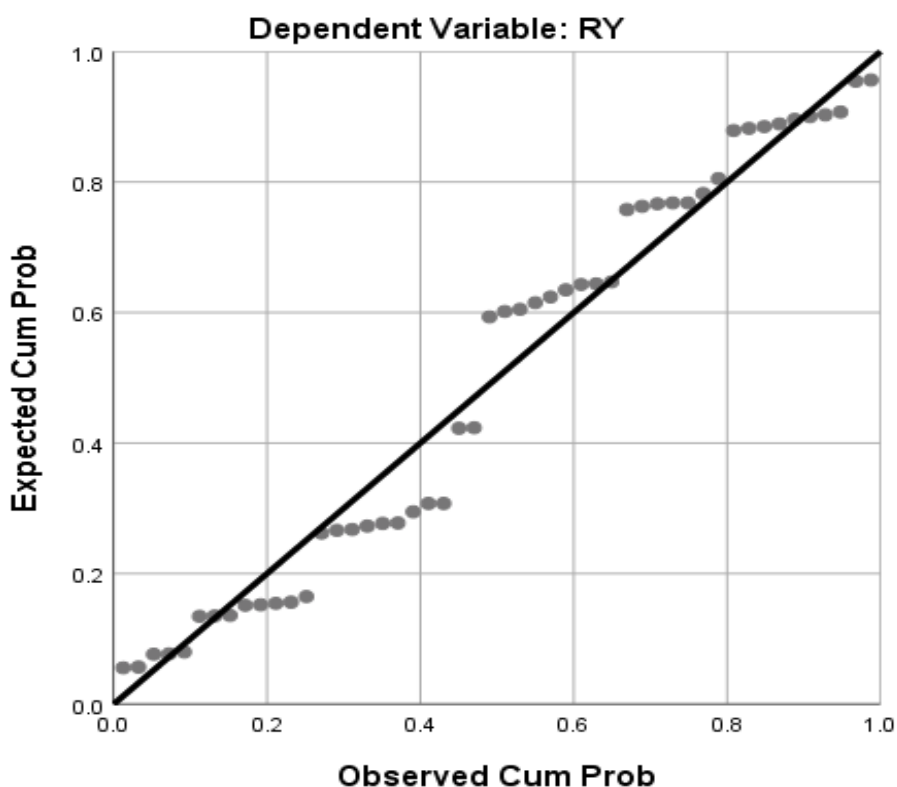


Figure 1. Heteroscedasticity Test

The picture above is a scatterplot image which explains that the scattered dots do not form a pattern. According to the results of the irregular statistical analysis, the pattern above shows that heteroscedasticity is free, meaning that respondents' perceptions can be measured. The normality test is intended to evaluate whether the independent variables and dependent variables in a regression model are normally distributed or not (Kurniawan, 2015).

## Normal P-P Plot of Regression Standardized Residual



## Normal PP Plot of Regression Standardized Residual

Dependent Variable: Y1

Figure 2. Data Normality

From the picture, it can be seen that the dots spread around and approach the diagonal line, so this shows that the research data is normally distributed.

## 4. Discussion of Research Results

The results of the descriptive analysis of the effectiveness of fingerprint attendance found that the effectiveness of fingerprint attendance for members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base affects member performance, so

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effectiveness of member fingerprint attendance is needed. The results of the analysis of the description of discipline found that discipline affects the performance of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base. The results of the analysis of the description of performance found that the performance of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base was able to complete the work on time in accordance with the targets and conditions imposed.

According to Wiyono (2007) that effectiveness is defined as an activity that is carried out and has the impact and results as expected. Based on this understanding, it appears that effectiveness relates to the results achieved in an activity or work, both the amount of work, the quality of the work and the time spent completing the work. Absence is an activity or routine carried out by an employee to prove himself or herself present or not present at work in an agency. This absence relates to the application of discipline determined by each company or institution (Nani and Wijaya, 2020). According to respondents' perceptions, it was found that the effectiveness of member fingerprint attendance attendance can affect performance. The results of the descriptive analysis of the effectiveness of fingerprint attendance found that the effectiveness of fingerprint attendance for members of Mawing I Paskhas Halim Perdana Kusuma Jakarta affects member performance, so it is necessary to complete the effectiveness of fingerprint attendance with other fellow members. The results of the study are similar to the study of Budiman, Arief, 2014 Effect of the Effectiveness of Applying Fingerprint Presence and Motivation on the Discipline of Civil Servants in the Finance Section of the Secretariat of the Directorate General of Health Efforts Ministry of Health Ministry of Health Republic of Population, Population Sample: Civil Servants in the Finance Section of the Secretariat of the Directorate General of Health Efforts Ministry of Health Ministry of Health of the Republic of Indonesia sample: 39 employees. Multiple Regression Analysis Techniques. Research Results The effectiveness of the application of fingerprints is included in the "good" criteria based on the results of the score interpretation continuum. Work motivation is included in the "good" criteria. Based on the results of the score interpretation continuum. Discipline is included in the "good" criteria. Based on the results of the score interpretation continuum. Based on the results of the score interpretation continuum. Discipline is included in the "good" criteria. Based on the results of the score interpretation continuum. Based on the results of the score interpretation continuum. Discipline is included in the "good" criteria. Based on the results of the score interpretation continuum.

According to Arianto, (2013) describes the dimensions of work discipline regarding what rules are allowed and what are not allowed to be done by employees in the company. This research is measured by obeying the rules of time, obeying company regulations and obeying the rules of behavior at work. According to Retno (2016) the results of the study show that motivation and discipline have a positive and significant effect on employee performance at the Office of the South Sulawesi Provincial Education Office in Makassar City. The results of the analysis of the description of discipline found that the discipline of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base affects the performance of members so they are not disturbed in their duties.

Wow, (2022) states motivation as a process that causes the intensity, direction and continuous effort of individuals towards achieving goals. Intensity shows how hard a person tries.. The results of the analysis of the description of motivation found that the motivation of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base affects the performance of members to be motivated at work. Rido (2018) research results of employees of the Office of Social Affairs and Transmigration of Pesisir Barat Regency that work motivation greatly influences employee performance. As employee motivation increases, it can produce very good performance.

Some explanations about the results of this study compared with the results of previous studies can be concluded that members who have roles and functions carry out service work, especially services to the community, quality, quantity, responsibility and initiative of members are needed in carrying out their duties. If all are fulfilled then the opportunity to achieve good performance is realized.

### **IV. CONCLUSION**

This study explains the effect of the effectiveness of applying fingerprint attendance, discipline and motivation on the performance of members of Mawing I Paskhas Halim Perdana Kusuma Jakarta, where the conclusions and research suggestions are presented below:

1. The effectiveness of the implementation of fingerprint attendance received a good perception by members of Mawing I Paskhas Halim Perdana Kusuma Jakarta Air Force Base, responded positively by respondents.
2. Discipline of members obeying the rules of time found that the accuracy of working hours can lead to discipline.
3. Member motivation can be found that physical needs, safety needs, social needs, appreciation needs and actualization needs can improve member performance.

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4. Member discipline is a symptom that is measured as having the most dominant influence on member performance. Thus the increase in the performance of members of the Mawing I Paskhas Lanud Halim Perdana Kusuma Jakarta is greatly influenced by the accuracy of working hours, the use of facilities, not for personal gain, working conditions are quite harmonious, always in accordance with work procedures and obeying work procedures.

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