The Effect of Using Faceprint on Employee Discipline at the National Union and Political Agency in Nias Regency

Berkat Kristofen Harefa, Anugerah Tatema Harefa, Meiman Hidayat Waruwu

[1]Student of the Faculty of Economics, University of Nias, Bangalore, Karnataka, India

[2, 3] Lecturer, Nias University

Abstract: *Human resources are one of the elements that make up an organization. Discipline is one of the most important operative functions of human resource management (HRM), because the better the discipline of an employee, the higher the work performance that can be achieved. As science and technology develops, many solutions are offered to companies or government organizations that can help improve the quality and discipline of employees in the workplace, so that they cannot manipulate attendance at office hours and office hours.One of the solutions currently offered is electronic attendance, which is a face detection device or commonly called a faceprint. Faceprints are basically face prints or models, with the way of working, namely using a geometric approach (geometric approach), photometric approach (photometric approach) and facial texture analysis (skin texture analysis). The application of the Faceprint attendance system has a very significant effect on the level of attendance and work discipline of employees, especially at the National Unity and Politics Agency of Nias Regency so that it can beproduce quality employeesand capablemanaging human resources properly and on target.*

Keywords: Faceprint, Organization, Manipulation, Discipline

1. Preliminary

In essence, human resources are the main strength of a company or organization in achieving success. The realization of this success depends on how human resources are managed in an organization or company. Good human resource management will produce quality employees.

The quality of employees can be measured by the performance of each individual employee in an organization or company. One of the factors that can be seen as a measure of the quality of an employee is how disciplined the work of the employees is. Often a company or organization always demands employees through high performance without regard to the discipline of an employee which is a basis that supports the performance of these quality employees.

In today's era of increasingly rapid development, one's professionalism is increasingly becoming a major demand that cannot be avoided by everyone. Whether it's demands for the service of a company or organization or demands from society. The national unitary and political unit for Nias district is one of the government organs responsible for fostering and developing nationalism, political education, national holidays and mental revolution. Of course, this organization has civil servants who are state apparatus. As state apparatus, especially those entrusted with organizing work affairs referred to as the National Unity and Politics Agency, they must be able to be more creative in creating good innovations for the success of a more effective and efficient work.

The disciplinary system, especially attendance or absence at the Nias District Politics and National Unity Agency, is still not as effective as possible. There are a lot of issues that say that employees are less active and just relaxing at their jobs every day. Many think that employees carry out manipulation actions at work, especially regarding manipulation of attendance or absences and also stability of office hours and also not optimal. This resulted in the image of the National Unity and Politics Agency of Nias district being tarnished.

Along with the development of increasingly advanced science and technology, many solutions are offered for companies or organizations that can help improve the quality and quantity of the workforce, especially regarding discipline, especially regarding the regularity of employee attendance at work. One solution that is currently being offered is electronic attendance, which is a face detection device or commonly called a faceprint. Faceprints are basically face prints or models, with the way of working, namely using a geometric approach (geometric approach), photometric approach (photometric approach) and facial texture analysis (skin texture analysis).

2. Conceptual Study

Currently technology plays an important role for an Organization or Government Agency to support excellent quality and results of work within Government Organizations or Agencies, Employees/ASN are highly demanded to be disciplined, of course in this case the process taken to create Disciplined Employees is by using Faceprint Technology in terms of attendance, so that employees can be self-disciplined without any manipulation of attendance both when entering work and returning from work in order to maximize the utilization of the Human Resources themselves.

The technology used in the Faceprint electronic machine is Biometrics technology, this face recognition attendance/

Faceprint works by detecting the presence of a face from an image originating from a photo, image file or the result of capturing an image directly from a camera is the Haar Cascade Classife. Where the face detector function will check each image location to classify whether it is a face area or a non-face area.

Discipline is the attitude of a person or group of all forms of predetermined rules that are expected to be carried out or obeyed in accordance with applicable regulations. Discipline can be developed by means of training, among others, by appreciating time, effort, and costs (According to Muchdarsyah, 2003:133). Basically work discipline aims to meet the needs of predetermined targets and also create an orderly and orderly condition, civil servants who commit disciplinary violations will be subject to disciplinary punishment. Since the issuance of Republic of Indonesia Government Regulation Number 94 of 2021 concerning Discipline of Civil Servants.

The concept of this study is to see the effect of using Faceprint on Employee Discipline at the National Unity and Politics Agency of Nias Regency. In this study the procedure used in data collection is to use X and Y variables, which we can see in the figure below:
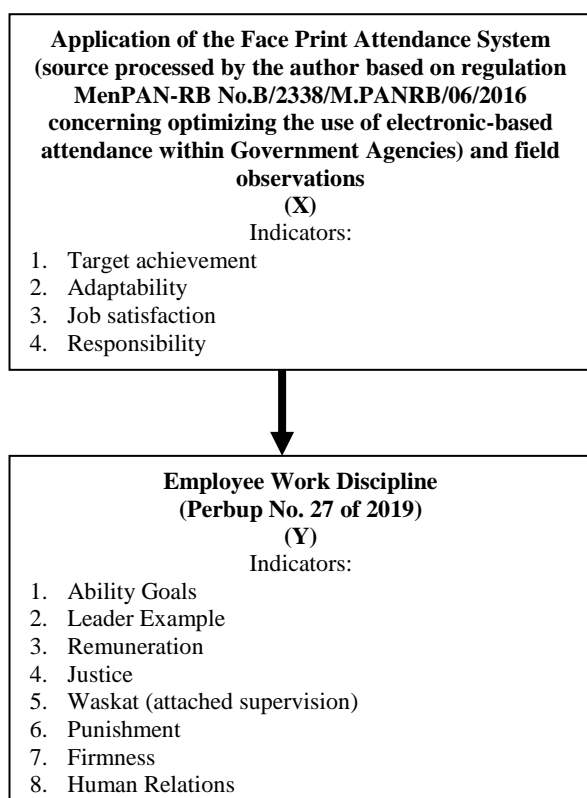

Application of the Face Print Attendance System (source processed by the author based on regulation MenPAN-RB No.B/2338/M.PANRB/06/2016 concerning optimizing the use of electronic-based attendance within Government Agencies) and field observations
(X)
Indicators:
1. Target achievement
2. Adaptability
3. Job satisfaction
4. Responsibility

Employee Work Discipline
(Perbup No. 27 of 2019)
(Y)
Indicators:
1. Ability Goals
2. Leader Example
3. Remuneration
4. Justice
5. Waskat (attached supervision)
6. Punishment
7. Firmness
8. Human Relations

Figure 1: Conceptual Study

This study uses a quantitative research method with the type of case study research, because researchers want to examine more deeply about the focus of this research. This method is considered appropriate to be used to reveal the focus of this research by using observation and questionnaire methods. In this study the process of collecting data using techniques direct observation of the object of research (Observation) and by providing written questions to respondents, to be answered based on predetermined options (questionnaire).

The source of the data from this study were employees of the Nias District Politics and National Unity Officetotaling 30 people and a recap of employee attendance at the Nias Regency Politics and National Unity Office through the Faceprint Attendance Machine. To analyze the data obtained, the questionnaire that has been circulated to respondents has 4 options to generate answers. The four answer options have the following weights:

a) Those who choose the SS alternative weigh 4
b) Those who choose alternative S have a weight of 3
c) Those who choose the KS alternative weigh 2
d) Those who choose the TS alternative weigh 1

3. Results and Discussion

Increased work effectiveness of employees can be measured from the level of obedience in the attendance process Precisely filling in attendance according to the schedule determined by the government, namely from Monday-Thursday Entering the Office at 07.25 WIB-08.15 WIB and leaving the office at 16.00 WIB and Friday 16.30 WIB. To avoid the mindset that has been a polemic in the midst of society about the manipulation of attendance data from the employees themselves (it can be changed), the Nias Regency Government's efforts to eliminate the statement that has been the talk of the town about ASN, then The Nias Regency Government, in this case the Nias Regency Politics and National Unity Agency, applies the Faceprint Attendance System which is more accurate and cannot be changed. 15 WIB and go home from work at 16.00 WIB and Friday 16.30 WIB. To avoid the mindset that has been a polemic in the midst of society about the manipulation of attendance data from the employees themselves (it can be changed), the Nias Regency Government's efforts to eliminate the statement that has been the talk of the town about ASN, then The Nias Regency Government, in this case the Nias Regency Politics and National Unity Agency, applies the Faceprint Attendance System which is more accurate and cannot be changed. 15 WIB and go home from work at 16.00 WIB and Friday 16.30 WIB. To avoid the mindset that has been a polemic in the midst of society about the manipulation of attendance data from the employees themselves (it can be changed), the Nias Regency Government's efforts to eliminate the statement that has been the talk of the town about ASN, then The Nias Regency Government, in this case the Nias Regency Politics and National Unity Agency, applies the Faceprint Attendance System which is more accurate and cannot be changed.

According to the results of the study, the number of employee absences at the National Unity and Politics Agency of Nias Regency before the use of Faceprint in 2019 totaled 30 days for both men and women, while the number of absenteeism at the time of implementing Faceprint in 2020 was 15 days for both men and women, and data finally in 2021 the total number of Employee Absenteeism is only 9 Days, it can be concluded that the application of Faceprint greatly affects the level of employee discipline and reduces the level of Employee Absenteeism at the National Unity and Politics Agency of Nias Regency.The impact of implementing Faceprint is an assessment of all Nias Regency Government Employees, especially the Nias

Regency National Unity and Political Unity Agencies to obtain incentives such as Additional Employee Income (TPP) as stipulated in Nias Regent Regulation Number 10 of 2022.
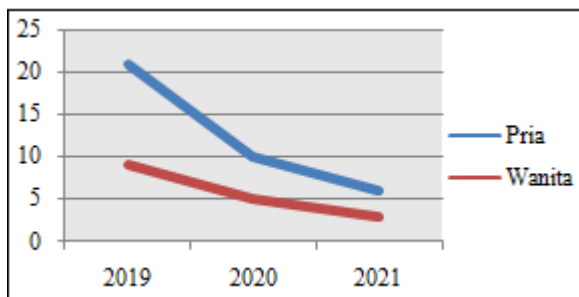

Figure 2: Graph of Faceprint Usage

4. Conclusion

Based on the results of research on the effect of using Faceprint on employee discipline at the National Unity and Politics Agency of Nias Regency, the writer can conclude that:

The application of the Faceprint attendance system at the National Unity and Politics Agency of Nias Regency has a positive effect on employee discipline based on hypothesis testing and attendance recap obtained from the Faceprint attendance machine itself.

The researcher hopes that this research can be used as an additional reference in the Human Resource Management (MSDM) course for further research.

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