

THE INFLUENCE OF FINGERPRINT ATTENDANCE SYSTEM, PUNISHMENT AND TRANSFORMATIONAL LEADERSHIP STYLE ON WORK DISCIPLINE

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Abstrak

Penelitian ini dilatarbelakangi oleh pentingnya disiplin kerja pegawai dalam mencapai tujuan organisasi, terutama di instansi pemerintah. Fenomena yang diamati di Dinas Pemberdayaan Masyarakat Dan Pemerintahan Desa Kabupaten Madiun menunjukkan adanya tantangan dalam disiplin kerja, meskipun sistem absensi fingerprint telah diterapkan dan punishment diberlakukan. Selain itu, gaya kepemimpinan transformasional juga diidentifikasi sebagai faktor potensial yang mempengaruhi disiplin. Penelitian ini menggunakan pendekatan kuantitatif dengan desain kausal untuk menganalisis pengaruh sistem absensi fingerprint, punishment, dan gaya kepemimpinan transformasional terhadap disiplin kerja. Populasi penelitian adalah seluruh 52 pegawai Dinas Pemberdayaan Masyarakat Dan Pemerintahan Desa Kabupaten Madiun, dengan teknik pengambilan sampel jenuh. Data primer dikumpulkan melalui kuisioner dan dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa sistem absensi fingerprint dan gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap disiplin kerja pegawai. Namun, punishment tidak memiliki pengaruh signifikan terhadap disiplin kerja. Temuan ini mengindikasikan bahwa efektivitas punishment di instansi tersebut perlu dievaluasi lebih lanjut, sementara teknologi absensi dan kepemimpinan yang inspiratif terbukti efektif. Disarankan agar instansi mengevaluasi dan memperkuat konsistensi serta keadilan dalam penerapan punishment. Penelitian selanjutnya dapat mempertimbangkan variabel lain yang memengaruhi disiplin kerja dan memperluas cakupan objek penelitian.

Kata Kunci: Sistem Absensi *Fingerprint*, *Punishment*, Gaya Kepemimpinan Transformasional, Disiplin Kerja.

Abstract

This research is motivated by the importance of employee work discipline in achieving organizational goals, especially in government agencies. The phenomenon observed at the Madiun Regency Community Empowerment and Village Government Office shows that there are challenges in work discipline, even though the fingerprint attendance system has been implemented and punishment is applied. In addition, transformational leadership style was also identified as a potential factor influencing discipline. This study uses a quantitative approach with a causal design to analyze the effect of the fingerprint attendance system, punishment, and

transformational leadership style on work discipline. The research population was all 52 employees of the Madiun Regency Community Empowerment and Village Government Office, with saturated sampling technique. Primary data was collected through questionnaires and analyzed using multiple linear regression. The results showed that the fingerprint attendance system and transformational leadership style had a positive and significant effect on employee work discipline. However, punishment has no significant effect on work discipline. This finding indicates that the effectiveness of punishment in the agency needs to be further evaluated, while attendance technology and inspirational leadership proved to be effective. It is recommended that agencies evaluate and strengthen consistency and fairness in the application of punishment. Future research can consider other variables that affect work discipline and expand the scope of research objects.

Keywords: *Fingerprint Attendance System, Punishment, Transformational Leadership Style, Work Discipline.*

A. INTRODUCTION

In general, public perceptions of government employee discipline still tend to be negative. The assumption that government employees have a low level of discipline, often seen in the utilization of working hours for personal interests, is a major concern. This phenomenon is not just an assumption, but is supported by observations in the field. Although a fingerprint attendance system has been implemented as a solution to monitor attendance and prevent fraud, the problem of lateness and absence without clear reasons still occurs frequently. In fact, there are indications that some employees take advantage of this system by clocking in and then leaving the office, or leaving earlier than the specified time. Such indisciplinary practices directly impact the effectiveness and efficiency of agency performance, hinder the achievement of organizational goals, and ultimately harm public services. This low level of discipline creates a vicious cycle that can reduce productivity and overall work quality.

The provision of punishment or sanctions is one of the important instruments in enforcing discipline. However, in the context of the Madiun District Community Empowerment and Village Government Office, the effectiveness of this instrument is still questionable. The data shows that despite efforts to give letters of reprimand and warning letters, violations of discipline, especially related to working hours, are still rampant. In fact, there was an increase in the number of violations

that received warning letters in 2024 compared to previous years. This indicates that the sanctions given have not been able to have a significant deterrent effect. One of the reasons is the lack of assertiveness and consistency in the application of punishment. A verbal reprimand that is not followed by further action, or sanctions that are not proportional to the level of offense, can make employees underestimate the rules. The perception that punishment is symbolic and has no serious consequences can undermine a culture of discipline and create a sense of injustice among compliant employees.

Leadership style plays a vital role in shaping organizational culture and encouraging discipline. Ideally, transformational leaders are able to inspire, motivate, and empower subordinates to achieve the best performance. However, in this case, observations show a gap in the application of transformational leadership style. Leaders in the agency still lack a direct approach and motivate their employees. When employees face difficulties or obstacles at work, leaders tend not to step in to provide encouragement or direction. This attitude can make employees feel less supported, less valued, and ultimately reduce their motivation and commitment to work. In fact, effective transformational leadership can foster a sense of pride, responsibility and initiative among employees, which directly contributes to improved work discipline. Lack of role modeling and guidance from superiors can hinder the development of employees' potential and create a less dynamic work environment.

These three problem phenomena are interrelated and create a major challenge in efforts to improve employee work discipline at the Madiun District Community Empowerment and Village Government Office. Although attendance technology has been introduced, and a sanction system is in place, its effectiveness is still hampered by suboptimal implementation and a leadership style that is not yet fully transformational. Therefore, this research becomes relevant to examine in depth how these three factors interact and influence the level of work discipline, and to provide recommendations that can help the agency achieve better discipline goals.

1. Work Discipline

Work discipline is a sense of obedience and compliance with values that are considered to be related to certain tasks that are considered a responsibility (Dwianto et al., 2023). According to Laura (2019), work discipline is an attitude of respect, appreciation, obedience and obedience to applicable regulations, both written and unwritten and able to carry them out. Work discipline involves the awareness and tendency of individuals to comply with workplace regulations and the norms of the society concerned (Darmawan et al., 2024). According to Salman & Wahyuningtyas (2020), work discipline is a person's ability to be organized, diligent continuously and work in accordance with applicable rules by not violating established rules.

According to Wardana et al. (2024), work discipline can be interpreted as an attitude of respect and obedience to applicable regulations, both written and unwritten and being able to carry them out and not avoid receiving sanctions if they violate the duties and authority given to them. Based on the above definition, it can be concluded that work discipline is an employee's obligation to obey norms and comply with applicable regulations as an implementation of management to reinforce organizational guidelines in order to achieve goals.

2. Fingerprint Time Attendance

Fingerprint is a hardware sensor for reading a person's unique fingerprint which is useful for verifying a person's identity (Laura, 2019). According to Puspaningrum et al. (2019), *fingerprint* attendance is a type of *biometric* attendance machine that uses a method of attendance or employee attendance by detecting fingerprints. (Puspaningrum et al., 2019). According to Darmawan et al. (2024), the fingerprint attendance system is a method of managing attendance today that utilizes the unique characteristics of each fingerprint. According to Raisah (2024), *Fingerprint* attendance is a technology that utilizes fingerprints for personal identification and is now widely used in attendance systems. With a high level of security, accuracy, and efficiency, this technology is the right choice for companies that want to improve their attendance system. Based on the definition

above, the author concludes that *fingerprint* attendance is a type of biometric attendance machine that uses a method of attendance or employee attendance by detecting fingerprints.

3. *Punishment*

Punishment is a way of adjusting behavior to behavior in general. In this case, punishment is applied if the party acts unexpectedly or the person does not react or does not show the expected behavior (Adhany et al., 2022). According to Azis et al. (2024), Punishment is a threat of punishment that aims to improve the performance of violators, maintain applicable regulations and teach lessons to violators, for example, if the praja does something good, then they will be rewarded, if the praja makes a mistake, they will be sanctioned. Basically, the purpose of giving punishment is so that employees who violate feel deterrent and will not repeat it again. (Purnomo, 2021). According to Purwanto (2017), Punishment is suffering given or inflicted intentionally by someone after an offense, crime, or mistake.

According to Rachmatan et al. (2024), Punishment is a sanction or reward for employees who do not carry out their obligations in accordance with applicable regulations in carrying out their duties and functions. Based on several opinions of experts regarding the definition of punishment, it can be concluded that punishment is a form of treatment that provides punishment or sanctions that cause suffering for perpetrators who violate applicable rules, and aims to provide a deterrent effect to perpetrators who do wrong so they don't do it again.

4. Transformational Leadership Style

Transformational leadership style is a leadership style that wants followers to go beyond their own personal interests and who is able to have a deep and extraordinary influence on followers (Wardana et al., 2024). According to Maswari (2018), transformational leadership is a theory that sees leaders providing individualized consideration and intellectual stimulation and those who have charisma. According to Rafferty (2017), transformational leadership is able to unite all

subordinates and is able to change the beliefs, attitudes, and personal goals of each subordinate in order to achieve goals. According to Wibowo (2017), transformational leadership is a leadership perspective that explains how leaders change teams or organizations by creating, communicating and modeling a vision for the organization or work unit and inspiring workers to strive to achieve that vision.

Transformational leadership is leadership that leads an organization towards new goals that have never been achieved before and gives confidence to members who work optimally to achieve common goals by prioritizing the interests of the organization. (Saptanto, 2018). From the above understanding, transformational leadership style is the leader's expertise to identify interests and help subordinates achieve goals by providing satisfying rewards. This is followed by clarity of work and the amount of wages to be received.

B. METHOD

This research is quantitative research that uses data in the form of numbers to analyze the information you want to know. This research is descriptive in nature which aims to describe various characteristics of sample data. The population of this study were all employees of the Madiun Regency Community Empowerment and Village Government Office, with a total of 52 people. In this study using a saturated sampling technique where the entire population was sampled, this technique was chosen because of the relatively small population. The data collected in this study were obtained directly from respondents through distributing questionnaires online using Google Form.

C. RESULT AND DISCUSSION

This study uses primary data collected through questionnaires distributed via Google Form to all respondents. The questionnaire is compiled based on indicators of each variable using a 4-point Likert scale to avoid neutral answers and improve data accuracy.

Normality Test

Tabel 4.15 Uji Normalitas

<i>Kolmogrov Smirnov</i>		
Unstandarized Residual	N	Sig
	52	0,200

Sumber: Data diolah peneliti (2025)

Based on table 4.15, it can be seen that the results of the normality test by looking at the Kolmogorov-Smirnov Test value of the Asymp Significance value of $0.200 > 0.05$ so it can be concluded that the data in this study can be normally distributed.

Hypothesis test

Hypothesis testing is carried out to determine whether there is an influence between the independent variable and the dependent variable. Hypothesis testing in this study only uses the parsial test (t test)

Tabel 4.19 Hasil Uji Parsial

Model	Coefficients	
	t	Sig.
(Constant)	1,311	0,196
Absensi Fingerprint	2,681	0,010
Punishment	-1,405	0,166
Gaya Kepemimpinan Transformasional	4,925	0,000

Sumber: Output SPSS (Diolah)

Based on the t test results in table 4.19, it can be said that:

1. The test results show that t count (2.681) > t table (2.008) and the significance value of Fingerprint Attendance is 0.010. The significance value is smaller than 0.05. Based on these criteria, it can be said that Fingerprint Attendance has a significant effect on Work Discipline.

2. The test results show that $t \text{ count } (-1.405) < t \text{ table } (2.008)$ and the significance value of Punishment is 0.166. The significance value is greater than 0.05. Based on these criteria, it can be said that Punishment has no significant effect on Work Discipline.
3. The test results show that $t \text{ count } (4.925) > t \text{ table } (2.008)$ and the significance value of Transformational Leadership Style is 0.000. The significance value is smaller than 0.05. Based on these criteria, it can be said that the Transformational Leadership Style has a significant effect on Work Discipline.

D. CONCLUSION

Based on the results of data analysis regarding the Effect of Fingerprint Attendance System, Punishment and Transformational Leadership Style on Work Discipline in Employees of the Madiun Regency Community Empowerment and Village Government Office, it can be concluded that Fingerprint Attendance affects Work Discipline in Employees of the Madiun Regency Community Empowerment and Village Government Office. The second variable is punishment, the results of the analysis show that punishment has no effect on work discipline in employees of the Madiun Regency Community Empowerment and Village Government Office. The last variable, namely transformational leadership style, has an effect on work discipline in employees of the Madiun Regency Office of Community Empowerment and Village Government.

E. SUGGESTION

Future research is expected to evaluate variables other than Fingerprint Attendance, Punishment and Transformational Leadership Style on Work Discipline to find out their influence and improve the results of the study. Further research is expected to cover a wider area so that there is equalization, further research can add other related variables to improve Work Discipline in civil servant employees, further research can make comparisons on other objects that are not the same so that the results of the research can develop. The results of this study can be applied as a reference

for future research. As a literature review and reference source for research that has an interest in researching the Fingerprint Attendance System, Punishment and Transformational Leadership Style on Work Discipline in Employees of the Madiun Regency Community Empowerment and Village Government Office.

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