Implementation of Fingerscan Absence and Additional Employee Income (TPP) on Wort Behavior and Performance of Employees in Wara Utara District Office

Andhika[1], Muh. Yusuf Q.[2], Suhardi M. Anwar[3]
[1,2,3] Universitas Muhammadiyah Palopo, Kota Palopo, Indonesia
Email: andhika@student.umpalopo.ac.id

ABSTRACT

This research aims to determine (1) the effect of the implementation of finger scan attendance and TPP to the employee behavior and employee performance. (2) The relationship between the employee behavior and the employee performance. (3) The effect of the implementation of finger scan attendance and TPP on the employee performance by the employee behavior. (4) The effect of the implementation of finger scan and giving TPP simultaneously to the employee behavior. (5) The effect of the implementation of finger scan and giving TPP simultaneously to employee performance by employee behavior. This research uses a quantitative descriptive approach. The population and sample in this study were civil servants within the Wara Utara sub-district office and 6 (six) sub-districts under it, 52 people who were saturated samples. The data collection technique used in this study was through a questionnaire which was then analyzed by multiple linear regression analysis through the application of Statistical Product and Service Solution (SPSS) version 18.0 for windows. Based on the results of the analysis, it can be seen that: $Y1 = 0.22X1 + 354X2 + 1$, $Y2 = 0.022X1 + 0.354X2 + 2$ and $Y2 = 0.022X1 + 0.354X2 + 0.529 + \varepsilon2$. From this equation it can be concluded that "Only the provision of TPP (X2) has a significant effect on employee behavior and performance, as well as on performance by employee behavior. Meanwhile, the fingerscan directly (X1) does not have a significant effect on employee behavior (Y1) and employee performance (Y2), but through employee behavior (Y1) on employee performance (Y2) fingerscan has a significant effect, also stimulants the fingerscan variable (X1) and giving TPP (X2) have a strong influence on employee behavior (Y1) and also on employee performance (Y2). In order to achieve organizational goals, it is hoped that the optimization of the fingerscan function is no longer only oriented to providing motivation to civil servants but can also be used as a basic instrument to measure the provision of punishment to civil servants to be more professional and proportional in their work.

Keywords: *Fingerscan, TPP, Employee Behavior, Employee Performance*

INTRODUCTION

The very rapid development of technology has had a positive impact on the state administration system, both at the central and local government levels, as seen from the significant improvement in employee performance mobilized by the accuracy of attendance control through digitizing attendance using fingerprint attendance. This attendance is a biometric system that aims to detect individual specificities based on distinctive physical characteristics that only exist in each individual including the specificity of the knuckles, the specificity of the facial construct and the specificity of the eye such as the iris and retina of the eye.(Fatimiyah, 2016).

The Wara Utara District Office is one of 9 sub-districts in Palopo City that has used fingerscan attendance since 2017 to optimize the attendance rate of civil servants. The function of using fingerscan attendance in Wara Utara District, Palopo City, apart from being an employee attendance control strategy, is also an instrument in providing motivation for civil

servants in the form of Additional Employee Income (TPP) whose calculation refers to Palopo Mayor Regulation Number 5 of 2021 with the scheme: (Standard value TPP x 60 % x Recapitulation of Achievement of Employee Work Targets) + (TPP standard value x 40 % x Recapitulation of fulfillment of working hours based on fingerscan recording) = The nominal amount of TPP given.

Implementation is an effort made to achieve goals that have been previously planned and determined in a decision which will then be carried out by individuals, work units or government or private sector stakeholders (Solichin Abdul Wahab, 1997:63). Attendance is a recording or recording instrument to measure the presence of employees or employees, while fingerscan is a method in the form of special systematization (biometrics) to recognize, measure, duplicate and intensively examine special characters on the fingers which are set for a period of one hundred years.(Basuki, 2019).

TPP is a form of motivation given to civil servants in the form of additional income which is regulated proportionally based on the workload and class of office within the Palopo city government to accelerate work productivity as well as an effort to improve welfare (Perwali Palopo Number 5 of 2021).

Work behavior is any behavior, attitude or action taken by a civil servant or not doing something that should be done in accordance with the provisions of the legislation where the indicators include: service orientation, commitment, work initiative, cooperation and leadership (Chapter II Article 9 paragraph 1), while performance is the work achieved by every civil servant in the organization, work unit or work team in accordance with the Employee Performance Standards (SKP) and is determined based on work behavior where in Article 1 (25) aspects of employee performance include: employee honesty, discipline, creativity, cooperation and responsibility. (Source: Regulation of the Minister for Empowerment of State Apparatus and Bureaucratic Reform of the Republic of Indonesia Number 8 of 2021 concerning the Performance Management System for Civil Servants).

Several previous studies concluded: (Fadila & Septiana, 2019), explained that the practical dimension of finger scan attendance had a positive but not significant effect on employee discipline, in contrast to the results of the study (Setiawan & Yulianti, 2018)which states that attendance through fingerscan greatly affects the work discipline of employees at PT. Sanbio Laboratories. Another study, Achmad Guntur Putratama (2016) stated that providing motivation in the form of additional income

to civil servants within the Yogyakarta city government has not shown its significance to improving performance, while Darmayanti's research (2018) states that additional employee income has a positive and significant effect on employee performance. Civil Servant at the Medan City Public Works Service. Meriana Madjid's research (2016) states that additional employee income and work ability simultaneously have a positive and significant influence on employee performance, and work ability has a positive and significant impact on the performance of BAPPEDA Morowali Regency employees. Rizky Abriando's research (2013) states that the policy of providing additional employee income allowances (TPP) has a positive and significant effect on improving employee performance at the Communication and Information Office of Manado City. Yohanes Suharjo's research (2013) states that leadership has a significant effect on motivation, additional income (TPP) has a significant effect on motivation, leadership has a significant effect on employee performance and additional income (TPP) has a significant effect on performance. Research by Ris Souisa (2013),(MAISAROH, 2017), in his thesis stated that since the application of electronic attendance, civil servants at MIN 1 Teladan Palembang are more disciplined followed by good performance.(Mamminanga, 2020)In his research, he stated that the application of fingerprint electronic attendance at the Education and Culture Office of Wajo Regency in general had been effective in terms of target achievement, adaptability, job satisfaction and significantly increased civil servant responsibilities.(Nuraini, 2021), in his research stated that the provision of TPP has a positive and significant effect on employee performance, besides that TPP also has a significant correlation and determination value on employee performance.(Nuswantari et al., 2016), in his research stated that TPP has a positive and significant influence on employee performance.(Planned, 2020), in his research states that employee performance is influenced by TPP by 86.49% and the rest is influenced by other factors.

Based on some of the results of the research above, it was found that the research results were similar, however, there were still slight differences of opinion about the effect of electronic attendance and the provision of TP-PNS on the work behavior and performance of civil servants so that the authors were interested in continuing research on what was the most dominant influence as a driver of behavior. work and performance of civil servants

within the Government of North Wara District, Palopo City.

METHOD

Research design

This research is a descriptive quantitative research. Primary data obtained through observation, interviews and questionnaires will be analyzed using the application of Statistical Product and Service Solution for Windows, while secondary data obtained through literature study will be used to determine and describe research hypotheses.

Framework

The framework is a representation of the relationship between the independent variable and the dependent variable in the form of a pictureor schema. The following is the framework of thought in this research:
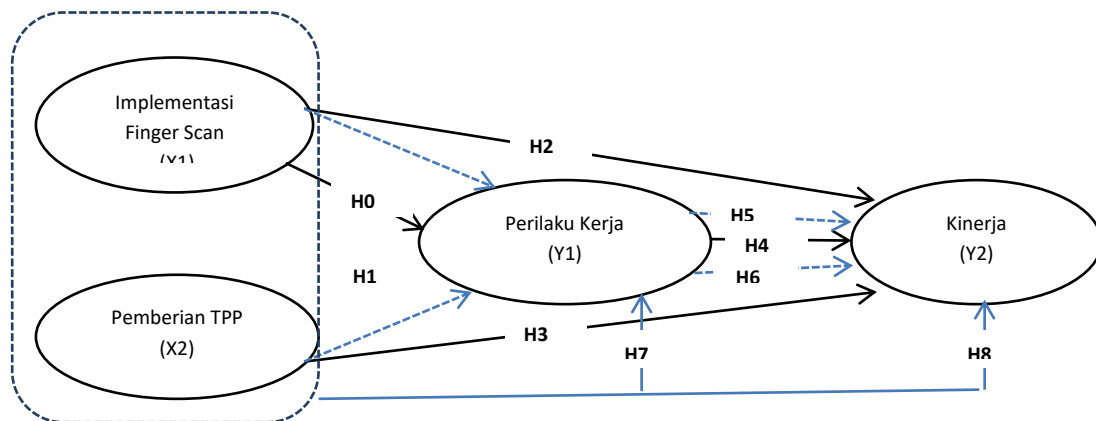
Population and research sample

The sampling technique used is non-probability sampling (saturated/census), which is the technique used when all members of the population are used as a sample which includes all civil servants within the North Wara District office, Palopo City, consisting of 1 sub-district office and 6 (six) sub-district offices totaling 51 people. with a composition of 22 male civil servants and 29 female civil servants.

Research hypothesis

Based on the literature study from several research results above, it is suspected that:

H0: Fingerscan attendance has a positive and significant effect on work behavior.

H1: TPP has a positive and significant effect on work behavior.

H2: Fingerscan attendance has a positive and significant effect on performance.

H3: TPP has a positive and significant effect on performance behavior.

H4: There is a relationship between work behavior and the performance of civil servants

H5: Fingerscan attendance has a positive and significant effect on performance through work behavior.

H6: TPP has a positive and significant effect on performance through work behavior.

H7: There is a simultaneous effect between the implementation of finger scan attendance and the provision of TPP on the work behavior of civil servants.

H8: There is a simultaneous effect between the implementation of fingerscan attendance and the provision of TPP on the performance of civil servants.

RESULT and DICUSSION
Validity test

Table 1
test resultsthe validity of all variables

Kuisioner	X1	X2	Y1	Y2	Keputusan
1	0.623	0.681	0.523	0.808	Valid

2	0.759	0.688	0.758	0.730	Valid
3	0.746	0.774	0.736	0.718	Valid
4	0.631	0.799	0.614	0.639	Valid
5	0.696	0.740	0.810	0.773	Valid

The Pearson correlations value of each questionnaire item described in table 3.1 is greater than (>) 0.2759 (r table). This is indicated by a * or ** in each column, so that the 20 items of this questionnaire are declared valid and feasible for further reliability testing.

Reliability test

Table 2
Newi Reality

Variabel	Cronbach alpha	Keputusan
X1	0.773	Reliabel
X2	0.790	Reliabel
Y1	0.774	Reliabel
Y2	0.788	Reliabel

Based on the results of the reliability test shown in table 3.2, the variables (x1, x2, y1, y2) each have a Cronbach alpha coefficient value greater than (>) 0.60 so that the overall item is declared reliable and suitable to be used as a measuring tool in research.

Regression analysis

Table 3
Linear Regression

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension 0	1	.755 a	.570	.553	1,832

Table 4
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.239	1,890		2,772	.008
	finger scan	-.024	-124	-.024	-.192	.848
	TPP	.751	.123	.771	6.114	.000

Table 5
Regreand Linear

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0	1	.843 a	.711	.693	1,530

Table 4
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.239	1,890		2,772	.008
	finger scan	-.024	-124	-.024	-.192	.848
	TPP	.751	.123	.771	6.114	.000

Table 5
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,791	1,698		1.054	.297
	finger scan	.022	.104	.022	.209	.836
	TPP	.348	.136	.354	2,554	.014
	Work behavior	.534	.119	.529	4.474	.000

Based on the results of the regression test stated in the table (3.3, 3.4, 3.5, 3.6), it can be concluded that the influence between the variables is as follows:

1. There is no significant effect of fingerscan (X1) on work behavior (Y1). This is indicated by the significance value of the variable X1.0,848 which is greater (>) than 0.05, which means that Hypothesis 0 is rejected.
2. Directly TPP (X2) has a significant effect on work behavior (Y1). This is indicated by the significance value of the variable X2, 0.000 which is smaller (<) than 0.05, which means that Hypothesis 1 is accepted.
3. There is no significant effect of fingerscan (X1) on employee performance (Y2). This is indicated by the significance value of the variable X2.0.0836 which is greater than (>) than 0.05, which means that Hypothesis 2 is rejected.
4. Directly TPP X2 has a significant effect on employee performance (Y2). This is indicated by the significance value of the X2 variable, 0.014 which is smaller (<) than 0.05, which means that Hypothesis 3 is accepted.
5. There is a direct relationship between work behavior and performance where the significance value of Y1, 0.000 is smaller (<) than 0.05, which means that Hypothesis 4 is accepted.
6. There is a significant effect of fingerscan (X1) through work behavior (Y1) on performance (Y2) or through work behavior (Y1), finger scan (X1) has a

significant effect on performance (Y2), which is calculated based on:
Direct effect (X1) on performance (Y2) = 0.022.
The indirect effect of fingerscan (X1) through work behavior (Y1) on performance (Y2) is the multiplication between the Beta Fingerscan value (X1) on performance (Y1) and the Beta value of work behavior (Y1) on performance (Y2) so that the equation becomes: 0.022 x 0.529 = 0.011.
So the total effect given can be calculated with the direct effect plus the indirect effect so that: 0.022 + 0.011 = 0.033. Based on the calculation results above, it is known that the direct effect value is 0.022 smaller (<) than the indirect effect is 0.033, so it can be concluded that fingerscan (X1) through work behavior (Y1) has a significant effect on performance (Y2), which means that Hypothesis 5 is accepted.
7. There is a significant effect of TPP (X2) through work behavior (Y1) on performance (Y2) in other words, through work behavior (Y1), TPP (X2) has a significant effect on performance (Y2), which is calculated based on:
Direct effect (X2) on performance (Y2) = 0.354.
The indirect effect of finger scan (X1) through work behavior (Y1) on performance (Y2) is the multiplication of the Beta finger scan (X1) value on performance (Y1) with the Beta value of work behavior (Y1) on performance (Y2) so that the equation becomes : 0.354 x 0.529 = 0.187.

So the total effect given can be calculated with the direct effect plus the indirect effect so that: 0.354 + 0.187 = 0.541. Based on the calculation results above, it is known that the direct influence value is 0.354 smaller (<) than the indirect effect is 0.541, so

t test
To determine the significance of the independent variables (x1 and x2) partially (alone) on

it can be concluded that TPP (X2) through work behavior (Y1) has a significant effect on performance (Y2), which means that Hypothesis 6 is accepted.

the dependent variable (y1 and y2), the t-test was used through the application of Statistical Product and Service Solution (SPSS) version 18.0 for windows.

Table 7
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	5.239	1,890		2,772	.008
	finger scan	-.024	-124	-.024	-.192	.848
	TPP	.751	.123	.771	6.114	.000

1. Partially, the fingerscan (x1) has no significant effect on work behavior (Y1).

Based on table 3.7, the finger scan t-count value (X1) = – 0.192while the value of t table (df) = 1.677 (df = n – k), so it can be concluded that t count (– 0.192) < t table (1.677) or in other words the null hypothesis (H0) is rejected.

2. Partially TPP (X2) has a significant effect on work behavior (Y1).

Based on table 3.7, the value of t arithmetic TPP (X2) = 6.114 while the value of t table (df) is 1.677 (df = n – k) it can be concluded that t count (6.114)> t table (1.677) or in other words Hypothesis 1 (H1) is accepted.

Table 8
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	4,588	1,860		2.466	.017
	finger scan	.009	.122	.009	.073	.942
	TPP	.749	-121	.763	6.195	.000

1. Partially the fingerscan (X1) has no significant effect on performance (Y2).

Based on table 3.8, it is known that the value of t count for fingerscan (X1) = 0.073 while the value of t table (df) = 1.677 (df = n - k), so it can be concluded that the value of t count (0.073) is smaller (<) than t table (1.677) or in other words hypothesis 3 (H3) is rejected.

2. Partially, TPP (X2) has a significant effect on performance (Y2).

Based on table 3.8, it is known that the calculated t value for TPP (X2) = 6,195 while the t table value (df) is 1,677 (df = n – k), so it can be concluded that t count (6.195) is greater than (>) t table (1.677) or in other words hypothesis 4 (H4) is accepted.

Test f

To determine the effect of the independent variable simultaneously on the dependent variable, the f test was used through the application of Statistical Product and Service Solution (SPSS) version 18.0 for windows.

Table 9

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	218.252	2	109.126	32,521	.000a
	Residual	164.421	49	3.356		
	Total	382,673	51			

1. Fingerscan (X1) and TPP (X2) simultaneously have a significant effect on work behavior (Y1). Based on table 3.9, the calculated f value for X is 32,521 while the f table value (k = n – k) = (2 ; 52 – 2) k = (2 ; 50) then it can be seen that the value of f table = (3.18), because the calculated f value for the variable X = (32,521) is greater than (>) (3.18) the f table value, then according to the decision making in the F test, it can be concluded that hypothesis 7 or H7 is accepted.

Table 10

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	230.0001	2	115.001	35,372	.000a
	Residual	159,307	49	3.251		
	Total	389,308	51			

2. Fingerscan (X1) and TPP (X2) simultaneously have a significant effect on employee performance (Y2).

Based on table 3.10, the calculated f value for X is 35,372 while the f table value (k = n-k) = (2; 52-2) k = (2; 50) so it can be seen that the value of f table = (3.18). because the calculated f value for X (35.372) > (3.18) the f table value, then according to the decision making in the F test, it can be concluded that hypothesis 8 (H8) is accepted.

CONCLUSION

In accordance with the description of the research results above, it can be concluded that "TPP (X2) has a significant effect on work behavior and performance as well as on performance through work behavior. Meanwhile, the fingerscan variable (X1) directly has no significant effect on work behavior (Y1) or on employee performance (Y2), but through the fingerscan work behavior (Y1) it is proven to have an effect on employee performance (Y2), also simultaneously, implementation Fingerscan and the provision of TPP have a positive and significant effect on work behavior or on the performance of civil servants as well as on performance through work behavior. Based on the results of observations, direct interviews in the field and a literacy study of the attendance list of civil servants within the Wara Utara District, Palopo City, In a comprehensive manner, the implementation of FingerScan attendance is very appropriate when viewed from the average level of employee attendance. The less than maximum direct influence of fingerscan (X1) on work behavior (Y1) and employee performance (Y2) is due to the fact that there are still some civil servants who come just to record attendance at each specified time limit, this is inseparable from the weak supervision of the leadership elements. in every sub-district office in Wara Utara District, Palopo City and the lack of awareness of civil servants on the duties and responsibilities carried out as state servants. To further stimulate and improve work behavior (Y1) and

employee performance (Y2) for civil servants within the Wara Utara District, Palopo City, it is hoped that if the use of fingerscan is further optimized

REFERENCES

Basuki, K. (2019). TonoNo Title No Title. ISSN 2502-3632 (Online) ISSN 2356-0304 (Paper) International & National Online Journal Vol. 7 No.1, January – June 2019 Universitas 17 August 1945 Jakarta, 53(9), 1689–1699. www.journal.uta45jakarta.ac.id

Briando, R. (2013). The Effect of Policy on Provision of Additional Employee Income Allowances (TPP) in Improving Apparatus Performance (a study at the Manado City Communication and Information Office). HOLISTIC, Journal Of Social and Culture, 6(11b).

Darmayanti. (2018). The Effect of Additional Income for State Civil Apparatus Employees (Incentives) on the Performance of Civil Servants at the Medan City Public Works Service. USU Institutional Repository.

Fathimiyah, U. (2016). The Effect of Fingerprint Attendance and Employee Discipline (Case Study at the Faculty of Islamic Economics and Business, and at the Faculty of Tarbiyah and Teacher Training, UIN Walisongo Semarang). The Effect of Fingerprint Attendance and Employee Discipline (Case Study at the Faculty of Economics and Islamic Business, and at the Faculty of Tarbiyah and Teacher Training, UIN Walisongo Semarang).

Fadila, R., & Septiana, M. (2019). The Effect of Finger Print Attendance System Implementation on Employee Discipline at the Command Headquarters of the Batam Business Entity Security Directorate. Journal of Applied Business Administration, 3(1), 53–63.

Madjid, M. (2016). The Effect of Additional Employee Income (TPP) and Work Ability on Employee Performance at the Planning, Research and Regional Development Agency (Bappeda) of Morowali Regency. Catalog, 4(8).

Regulation of the Minister of Empowerment of State Apparatus and Bureaucratic Reform of the Republic of Indonesia Number 8 of 2021 concerning: Civil Servant Performance Management System

MAISAROH. (2017). Implementation of Fingerprint Electronic Absence Policy (Finger Print) Against Discipline and Performance of Civil Servants (Pns) At Min 1 …. 60–72. http://eprints.radenfatah.ac.id/1335/

Mamminanga, I. (2020). The Effect of the Effectiveness of Fingerprint Electronic Attendance Application on the Work Discipline of Civil Servants at the Education and Culture Office of Wajo Regency. Scientific Journal of Public and Business Administration, 2(1), 11–23. https://ojs.lppmuniprima.org/index.php/jiapp

Nuraini, I. (2021). The Effect of Additional Employee Income (Tpp) on Employee Performance at the North Dumoga District Office, Bolaang Mongondow Regency. Journal of Politico, 10(4).

Nuswantari, DL, Hutomo, R., & Mansyur, A. (2016). The Effect of Additional Employee Income and Work Environment on Work Motivation and Its Impact on Employee Performance at the Temanggung Regency Health Office. Journal of Management Vision, 1(3), 45–54.

Palopo Mayor Regulation (Number 5 of 2021). Regarding: Amendments to Palopo Mayor's Regulation Number 3 of 2020 concerning Provision of Additional Income for Civil Servants based on Class of Position and Scope of Palopo City Government.

Plangiten, NN (2020). The Effect of Additional Employee Income on the Performance of the Public Works and Spatial Planning Office of the Talaud Islands Regency. Journal of Public Administration, 6(94).

Putratama, AG (2016). Implementation of Additional Income Policy for Employees in Yogyakarta City Government. Adinegara, 5(2).

Safitri, R. (2016). Implementation of PAn-RB Circular Number: B/2335/07/2015, Regarding ASN Neutrality and Prohibition of Use of Government Assets in Simultaneous Regional Head Elections in Labuhan Batu Regency in 2015 (ASN Study at the Investment Agency and Integrated Licensing Services of Labuhan Batu Regency) (Doctoral dissertation, Medan Area University).

Setiawan, DR, & Yulianti, Y. (2018). The Effect of Fingerprint Attendance on Employee Work Discipline At Pt. Sanbio Laboratories Gunung Putri, Bogor Regency. Scientific Magazine of Wisdom, 14(1), 70–81.

Suhardjo, Y. (2013). The Influence of Leadership and Additional Employee Income (Tpp) on Employee Performance With Motivation as an Intervening Variable (Case Study in Sorong Regency Government). JOURNAL STIE SEMARANG (ELECTRONIC EDITION), 5(3), 68-92.

Souisa, R. (2013). The Influence of Income

Improvement Allowance Policy (TPP) on the Morale of the Apparatus at the Regional Personnel and Training Agency of Manado City. Journal of Public Administration, 1(1).

Suwanto, S., Sunarsi, D., Erlangga, H., Nurjaya, N., & Haryadi, R. N. (2022). Pengaruh Pemberian Reward dan Disiplin Kerja Terhadap Prestasi Kerja yang Berdampak pada Kinerja Karyawan pada PT Surya Pratama Gemilang di Bekasi. JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia), 5(2), 471-484.