

THE EFFECT OF FINGERPRINTS ON THE PERFORMANCE OF OFFICERS
(Study of SME and Industrial Cooperatives in Bantul)

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ABSTRACT

The fingerprint is a digital access used on a person's fingerprint (thumb) in filling in the presence of a bio. The purpose of this study is to be able to know how far functional fingerprints are to the discipline of the employees in the Cooperative Office of SMEs Bantul Regency. Fingerprint itself is present to make it easier for humans to fill in attendance bio to streamline employees' time in office activities. Employees of SME cooperatives Bantul Regency are very helped by the fingerprint itself as one of the means that facilitates employees in continuing the activity of Their data used in this study is secondary data and literature study surveys by taking from several sources such as websites to obtain relevant results.

Keywords: *fingerprint, discipline, effectiveness of work.*

A. PRELIMINARY

Employee discipline will always be a major factor in supporting the success of achieving common goals within the scope of the government of the Bantul Regency Industry and SME Cooperatives Office. The role of employees to assist people who have small macro businesses is very much needed. So there needs to be a good level of discipline from the government and employees of the Office of SMEs and Industrial Cooperatives.

In a period of growth, the use of increasingly sophisticated technology has expanded into the scope of government. Moreover, in employee work discipline, manual attendance that is commonly used by employees has been transformed into an increasingly sophisticated fingerprint machine that gives a good impression to be used in increasing employee discipline.

Fingerprints are patterns attached to the skin of your right or left hand for a person. A security device with an American fingerprint digit used by E. In 1902, Henry was invented. Henry Henry Uses the fingerprint method to identify his employees in the fight against double pay. Henry uses a ridge pattern (the back is

the groove on the back of the skin, on both hands), centered around the Pattern Finger, and specifically the index finger (Alimati, 2019).

Fingerprints come from the results of fingerprint replication whether they are deliberately taken, stamped with ink, or used on objects that are left behind because the skin of your hands or feet has been touched once. The skin of the palms is the skin on the palms starting from the base of the ankles to all the tips of the fingers and one part of the skin from the heel to the tips of the fingers, where this area has a fine outline separated by gaps and indentations that form several structures (Saputra, 2019).

In today's modern era. Almost all humans use information technology and it is increasingly becoming the majority of its users. Information technology is something that can be used to manage data, process, obtain, compile or store, besides that it can also be used to manipulate data in various ways to obtain quality information, relevant information, acupuncture, and as quickly as possible, for use. as the needs of individuals, groups, businesses and governments in strategic decision making. The rise of science and information technology must be balanced with human resources because they must be able to provide quickly, adaptively, and responsively to all companies that will be present (Rahmawati, Adhirajasa, & Sanjaya, 2020).

The development of science and technology is increasingly significant, especially in the field of artificial intelligence, which is identified with the increasing development that has occurred with the birth of increasingly sophisticated tools and programs. There are many benefits that can be obtained from the rise of artificial intelligence. As humans have made it easier to solve a problem or carry out various activities, so it saves time, effort, costs but still has to be effective (Akrom Zuhij Fajri & Mauludin, 2020).

One of the changes in Information Technology that is relevant is the need to use computer data devices that are used to produce the necessary details (Philanthropy & Gandhi, 2018).

The progress of science and technology is such that in today's era it is so instant, that it shifts even in human life, when it is assumed that a business will have special regulations that must be met and have requirements that must be met by its workers (Puspaningrum, D., Adji, S., & Kristiyana, 2019).

Competition in the world of work, especially in Indonesia, requires everyone to be able to compete with others. Therefore the government must put the special attention that will be given to holding training or community training to ensure you are innovative in the business world that we have today. Inaccurate teaching or preparation The type of business run by the government is designed to provide stability and hone the ability of human resources to carry out job operations (Aini, N. R. V. & Wahyuni, 2018).

Position of Information Technology The success of the company is of course with the help of technology. Details that are better than the client. Must have different advantages efficiently so that they can handle other businesses. Therefore, most companies are hesitant to accept and use various information technologies with computerized procurement programs (Setiawan & Yulianti, 2018).

One of the uses of technology to achieve targets is to improve work quality. Improve work discipline in the office, namely using the fingerprint system. Fingerprint attendance machine is an attendance machine that uses fingerprints, where everyone's fingerprint is not the same as a computer, it will not be misused automatically. Diagnosis can be made easily and precisely what is done to produce a study. The use of a fingerprint attendance unit replaces the manual attendance method only with the use of changing technology. Simply Specify agency/department, employee name, and reporting time (Prihatinta, T. & Wiwoho, R., n.d.).

This article seeks to answer how the impact of fingerprints on the performance of employees at the Department of SMEs and Industrial Cooperatives in Bantul Regency.

B. CONCEPT

a. Employee Work Motivation

Employee motivation is complicated because motivation involves certain indicators and indicators in the organization. Metrics known as Individuals are the desires, aspirations and attitudes of economic conditions in the era of globalization which will continue to be influenced by innovations that increase government performance more quickly, in various fields to advance activities including the economy. The government is required to create a working climate that is efficient enough to expose the efficiency and strength of the tough basic competitiveness of the organization. (Hartanto, Hendriani, & Maulida, 2018).

The compensation factor decided also increases employee morale and efficiency. Employee motivation and expectations of proper compensation mean that employees work optimally for high efficiency for workers (S., Mattalatta, & Thanksgiving, 2019).

People want to do something because of a positive impulse from within or without, to meet their needs. The desire for his name is motivation. Motivation involves offering a reason, excuse, or something to offer motivation. Employee work with a high level of motivation and job support is very important with skills and knowledge in its implementation. It is not said that work motivation is one of the factors that determines the level of success of worker organizations (Yakup, 2017).

Organizational workers are one of the major factors that affect the success of the organization in achieving its goals. Employees not only oppose the achievement of organizational goals but also become subjects / actors. Employees can become planners, implementers, and controllers who always play an active role in achieving organizational goals and have thoughts, feelings and desires that can influence their attitudes in the workplace. In addition, employees contribute to the organization in the form of their skills, skills, and skills, while organizations are expected to provide fair rewards and rewards to employees so that they can provide work motivation. Because the sources, channels, and work motivation drive human behavior, to work hard and achieve optimal results with enthusiasm (Andamdewi, 2020).

Motivation that affects employee morale is potential. Where employees do not always want to mobilize all of their potential but there is always a need for opportunities to produce optimal performance, employees want to make the most of their potential, then this motivation is referred to as a guiding force, therefore it can be assumed that the efficiency of the leadership concerned is something that all expect parties in all situations (Simatupang, JH, Pabalik, D., Nurchasanah, 2018).

The efficiency of humans as labor is a fundamental property of the Age of Evolution. The professional workforce creates the perfect assignment for the target job. People as laborers or employees are the company's most important resource because they have the talent, energy, and innovation that businesses demand to achieve their intended goals. Conversely, human resources also have different types that need to be fulfilled. The desire of an employee to meet these needs can inspire someone to do something, whether working or working (Cape, 2017).

In terms of resources, it is the quality of the employee's origin which is a very defining quality of the company. The place and function of employees is the driving force of the process of organizing all program activities to achieve the desired goals achieved in business above all and the average development target of the country. The function of national development: companies increase human output by using growth science and technology, so be aware of the current economic growth problems (Muh, Rudi, Dwi, & Risma, 2017).

To support and increase the potential of the company's human resources, an assessment of its performance is necessary. With further evaluation of performance against existing standards, demanding and scalable companies will say what a qualified human resource degree is for. Meanwhile, one of the factors that affect individual performance is being happy with his job. If employees are happy with their work, then jobs will go up. Conversely, if employees are not satisfied at work, the performance achieved decreases (Kosasih, 2018).

b. Factors Affecting Discipline

Discipline is one of the conscience and willingness to comply with all applicable company regulations and social norms and is the most important operational function of human resource management because higher work performance can be achieved through better employee discipline (Sembiring, R, 2016).

This disciplined will, especially the prudence of insiders, all comply with the rules and norms that apply in the workplace and is one of the key factors in the company. That is what is important about this because the better the discipline of the job, the higher the fulfillment of the work that can be done in this way allows the fulfillment of the company's mission. Many companies currently have low productivity due to the use of inadequate human resources but poor discipline (Hafsari, A, R. Wahyuni, I, Kurniawan, 2018).

Discipline is needed in a work environment because it can hinder the achievement of organizational goals. Good employees and job training mean good benefits will also be achieved for the company itself and its workers (Sofyan, S., Jabbar, A., 2019).

In organizations / companies, where working partnerships occur, the same is true for the achievement of targets between groups of people. To achieve its goals in the organization is influenced by various supporting factors. The management component promotes organizational success for the community. Effective human resource management is targeted to increase the contribution that workers will give to the company in achieving organizational goals, while wealth is the most important human resource for the organization (Sampleiling, 2016).

Job satisfaction is an important determinant to encourage employees to behave more honestly and to carry out their duties. therefore it will be appropriate treatment and appreciation from the leadership of the institution. Ironically, from various cases within Community Institutions, in particular the lack of recognition and treatment of treatment in this case is thought to have an impact on organizational effectiveness. As agreed, mutating, limiting disproportionate treatment can sometimes leave employees feeling dissatisfied and worried that this will lead to performance in the workplace. Fostering passion and satisfaction between employees requires objective recognition, but workers must be happy and happy if the results achieved they appreciate themselves in their work (Rismayana, Syahrani, & Irawan, n.d.).

C. METHOD

The location of this research was conducted in the office of the Cooperative UKM and Industry, Bantul Regency. In selecting the location of this study using purposive sampling analysis. Purposive sampling is a data analysis technique with the location of the research state within the considerations of the researcher. As for which researchers, by looking at whether the location of the research with research studies, is at heart learning at the Office of the Cooperative and Industry Small and Medium Enterprises of Bantul Regency using fingerprints in abscess, this research was conducted there. In this study also qualitative analysis is a collection of words into research in which detailed data about human attributes, situations, party methods, or on other young suns either mentally or verbally (Moleong 1994). Researchers research this method because, in processing data! As for the type of data used in the research, this is data between the two library studies, data with research, and social media, as well as news and documents that can be supported and copyrighted by the study (Khairunnisa, Purnomo, & Salsabila, 2020).

D. EXPLANATION

Bantul Regency UKM Cooperative Office was founded based on *the Peraturan Daerah Kabupaten Bantul Nomor 12 Tahun 2016* concerning the Establishment of a Cooperative Office. Bantul Regency Small Business and Industry is a staff member led by a Head of Service who is under and responsible to the Regent. Details of the duties, functions, and work procedures of the Bantul Regency UKM and Industry Cooperative Office are regulated in *the Peraturan Bupati Bantul Nomor 122 Tahun 2017* regarding Details of Duties, Work Functions of the SME and Industrial Cooperatives Office. Bantul Regency.

The emergence of technology in the world that is increasingly spoiling human life is becoming increasingly evident, including the scope of the office of SMEs and Industrial Cooperatives in Bantul. Technology is one of the tools that is always created to make it easier for humans to use it, so that life in the era of globalization must be able to provide good and efficient performance. The reason is with the presence of various technological features such as fingerprints that replace manual attendance (attendance writing) so as to increase work motivation and work discipline. The choice of employees will be a major factor in the success of a company. The presence of fingerprints makes it easy for all employees to make better use of their spare time by making various breakthroughs to achieve common goals.

In accordance with the needs and following the technological era, the role in the scope of work will be increasingly needed to be able to influence the effectiveness of good performance for all employees. So that the role of fingerprints is very influential if it can be used properly. The presence of fingerprints by replacing manual attendance to facilitate activities and provide free time efficiency so that employees can use it wisely. Job growth will be realized by the level of employee participation and attendance. Fingerprint assistance as a digital machine that can provide time efficiency for employees. The right timing will give birth to performance and discipline for all company officials and employees or institutions in the sphere of government. As one of the institutions that is engaged in providing a positive influence on people who have micro and small businesses in increasing family income, so that the civil servants of the SME Cooperative and industry in Bantul Regency play a role in providing guidance to the entire community. The operation of fingerprints in facilitating employees can be explained. Again banging on the results of interviews with several employees of the Bantul Regency UKM Cooperative Office.

Table: interviews with MSME employees

No	Name	Position
1.	Edi Purwanto	Head of infrastructure and infrastructure and industry
2.	Eko Priyo Atmojo	Industry analysis
3.	Budi Santosa	Head of food product development section
4.	Rujiman	General practitioners
5.	Nursani Budiarti	Industry analysis
6.	Galung Hajeh Fitria	Head of functional product development section
7.	Yuniarti Satyoroni	Head of industrial products

8.	Utami Dewi Ratnaningrum	Head of development section
9.	Suryanti	General administration
10.	Astri Arum Widyastuti	Business management coaching analysis

Based on the results of interviews with employees of the Bantul Regency UKM Cooperative, it is known that the fingerprint (absent fingerprint) has a positive effect on the disciplinary level of the reporter. The level of discipline is increasing because the absence of a fingerprint cannot be represented by colleagues to be able to fill its existence. So that the presence of fingerprints in the scope of government work will increase employee activity. Discipline is a very important factor in the scope of government work. In improving good performance in the organization, it takes a good time discipline for effective cooperation. As applied in the Bantul Regency UMKM Cooperative Office, which always has to be disciplined in time to be able to do things that prioritize the interests of the community.

The fingerprint system has a positive effect on the existence of civil servants in the Bantul Regency UKM Cooperative Office. Sophistication in the use of fingerprints is very helpful for government office employees, fingerprints themselves will become a necessity within the scope of company organizations. Because with fingerprint, employees will be more disciplined and cannot skip work anymore.

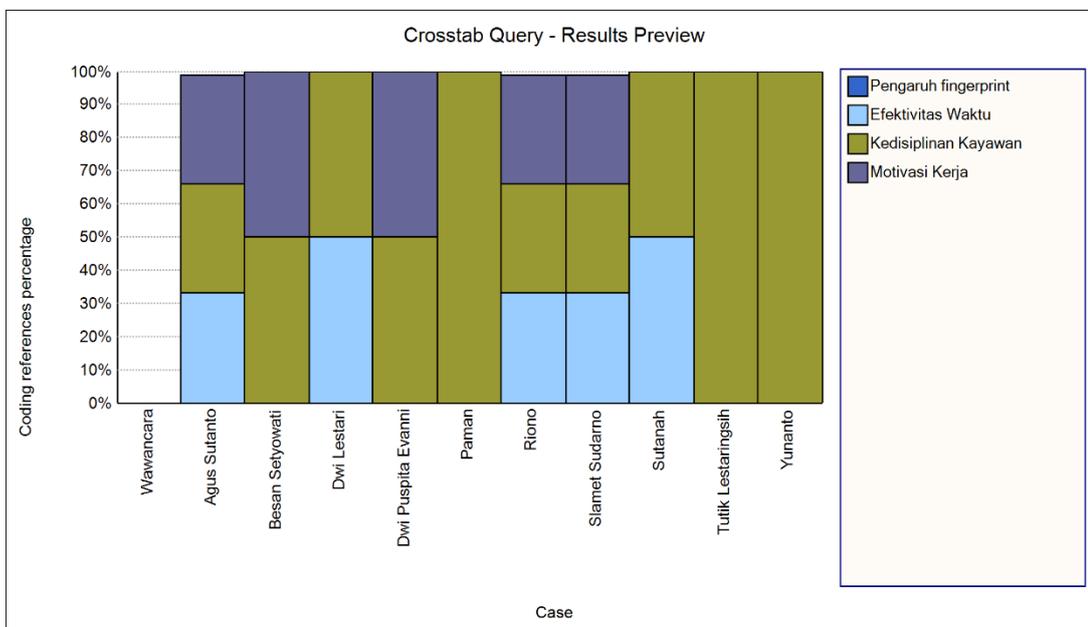


Figure: Presentation of the influence of fingerprints in the SME and industrial offices in Bantul Regency

Based on the results of processing employee interview data at the UKM office and industry in Bantul district using the Vivo 12 Plus application, that the effect of fingerprints on employee discipline is very good. Fingerprints in offices and SME industries will further reduce the effectiveness of time for employees. The picture above shows that the effect of fingerprints is more significant with the preservation success rate for all snacks ranging from 0% to 100%.

From the graphic image above, that is the result of the nvivo presentation of the interview results of the employees of the UKM and industry office in Bantul Regency. Stacked answers from all research informants indicate that the effect of fingerprints on dissipation for employees is higher in the success rate. The benefits of fingerprints to employee dissipation are evident and evident in every employee of the Bantul Regency UKM and Industry Office.

E. CONCLUSION

With the presence of finger print technology at the Bantul Regency SME and Industry Service, it provides relief for employment activities. Finger print that is used for attendance can provide fingerprint verification automatically at the Department of SMEs and Industry, Bantul Regency. The benefits of Finger print at the Bantul Regency SME and Industry Agency have greatly helped improve employee discipline.

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