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INTERNATIONAL CONFERENCE
ON INDONESIAN SOCIAL
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International Conference
PROCEEDINGS

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*Embracing Global Transformation:
Collaborative Innovations through
Social and Political Research*

7-8th September 2022

Faculty of Social Science and Political Science
Universitas Diponegoro

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PROCEEDINGS The 7ᵗʰ ICISPE
INTERNATIONAL CONFERENCE ON INDONESIAN SOCIAL & POLITICAL ENQUIRIES
"Embracing Global Transformation: Collaborative Innovations through Social and
Political Research"

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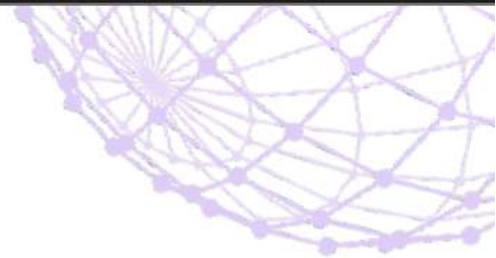
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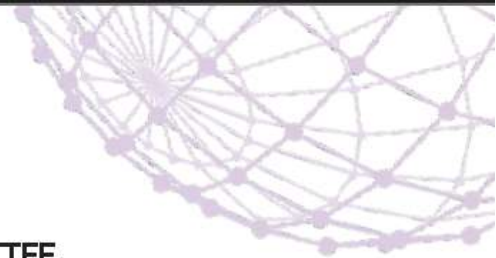
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The 7th ICISPE International Conference on Indonesian Social and Political Enquiries

"Embracing Global Transformation: Collaborative Innovations through Social and Political Research
September 7th- 8th 2022

FOREWORD

Research should be a valuable tool for finding solutions to existing problems faced by a country. This belief is reflected to ICISPE 2022 conference. Our world is constantly being challenged by global, massive, and fast changes, starting from the development of the digital era which causes disruption in all aspects of the industry until the world suddenly stops due to the Covid-19 pandemic. But humans continue to show their ability to overcome all these problems by implementing new ideas so that problems can become opportunities. Collaboration in innovation is the key to success in the connected era. We realize that we cannot work alone, we need help from others to achieve the objectives quickly and effectively. Therefore this year's ICISPE is here to accommodate collaborative innovation ideas from various parties to accept the ongoing global transformation.

The 7th ICISPE Proceeding is a summary of the research results presented at the 2022 ICISPE Conference by academics and researchers. This activity was carried out with the cooperation of all committee members at the Faculty of Social and Political Sciences, Universitas Diponegoro. Carrying the theme "*Embracing Global Transformation: Collaborative Innovations through Social and Political Research*", this conference was held on 7th -8th September 2022 at the Orange Faculty of Social Sciences Campus.

Over 50 articles were submitted, this year we received some collaborative works of Indonesian authors and some authors from Russia, The Philippines, Germany, Malaysia and China. All were reviewed and refined to meet scientific work standards. We hope that the articles published through this conference will contribute to the improvement and development of society in various social aspects. We would like to thank all the speakers, writers, participants, reviewers, and committee members for their contributions to this conference.

On behalf of the Faculty of Social and Political Sciences, Universitas Diponegoro, we would like to thank all speakers, writers, participants, reviewers, and committee members for this conference.

Semarang, 8 September 2022
Dean of Social and Political Sciences Faculty
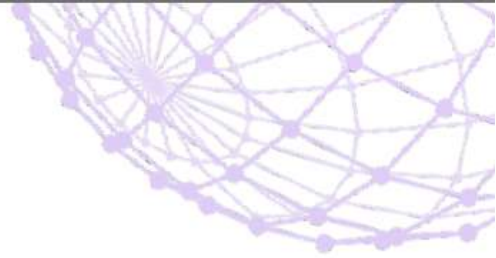Universitas Diponegoro

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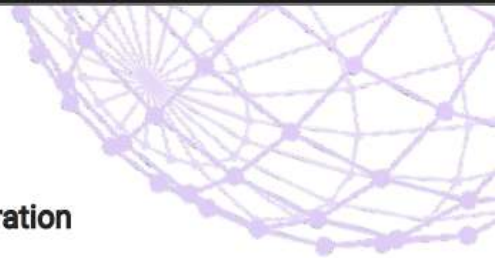
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The Economy and People Development

The Effectiveness of Using Finger Prints in Supporting the Work Discipline of Educators at the Wachid Hasyim I Foundation

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Abstract . Technological developments in the era of globalization are increasingly sophisticated, making it easier for all people to access information. Many sophisticated tools are used by the office, but one of them is the use of Automatic Finger Print Identification System (AFIS) Attendance. Attendance Automatic Finger Print Identification System (AFIS) is a tool that really
helps office employees or educators and education staff at the Wachid Hasyim I Foundation Surabaya in terms of the attendance system. This research was conducted to find out how the mechanism and effectiveness of the use of fingerprints in supporting the work discipline of educators at the Wachid Hasyim I Foundation in Surabaya. The theory used is the theory of effectiveness according to Tangkilisan with four indicators, namely target achievement, adaptability, job satisfaction, and responsibility. This type of research is descriptive and qualitative using data collection techniques, namely interviews, observation, and documentation. The data analysis used is collection, reduction, display, and verification. The results of this study are first, the mechanism for using fingerprints at the Wachid Hasyim I Foundation in Surabaya is running well in improving the discipline of employees or educators and education staff. The second level of effectiveness of the use of fingerprints in supporting work discipline at the Wachid Hasyim I Foundation Surabaya has not been effective because several findings were found in the field such as being late for school, not in the room (teacher's room) when working hours are still ongoing, Returning from lunch break past the time limit. determined and returned to the room from a break nearing work hours (various reasons were found such as picking up children from school, going shopping to the market, going to take private lessons) so that they forgot to attend Finger Print when they came home from work.

Keywords: Effectiveness, Finger Print, Work Discipline

1 Introduction

Technological developments in the era of globalization are increasingly sophisticated, making it easier for all people to access information. These developments not only gave birth to the global information era but also gave birth to information and telecommunication media that knew neither time nor place. The development of increasingly sophisticated technology is felt in various fields, including the fields of economics and management, which are increasingly
bringing goodness. This is evidenced by the emergence of sophisticated electronic devices in people's lives which makes it easier for employees to access information and process data. The development of sophisticated information tools makes office work easier so that office work productivity is higher. Technological developments also require educational institutions or schools to have the technology and even applications that are useful for management in collecting various data related to schools, more specifically controlling the work ethic and discipline of teachers through attendance at the school which can make it easier for all parties. The application of management that is easily accessible and adapts to technology in an educational institution or school can affect an institution.

Many sophisticated tools are used in an office, but one of these sophisticated tools is the technology for applying the Automatic Finger Print Identification System (AFIS) Attendance. Attendance Automatic Fingerprint Identification System (AFIS) is a tool that is very helpful for employees or educators and education staff in terms of the attendance system. Because the employee or the tester just sticks the finger that has been programmed on the fingerprint machine, the machine can record the timeliness of attendance and the punctuality of the employee's return time at the office or at school. The activity of recording

employee attendance at the office will greatly affect the work of the office, the effect is of course directly related to the work spirit and work discipline of employees or staff at the Wachid Hasyim I Foundation Surabaya. A very important factor to achieve high morale is the implementation of work discipline from employees because this is one of the determining factors to support the performance of an employee in his agency. Because discipline is awareness of one's willingness to obey all applicable social rules and norms. With the awareness of implementing the rules in the agency that is manifested in high discipline, then work productivity will also be good.

The application of fingerprint attendance is to improve discipline in the presence of employees or educators and education staff at the Wachid Hasyim I Foundation Surabaya, besides that the main goal is to facilitate system control and automation. According to Singodimedjo, discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. When fingerprint attendance has not been implemented at the Wachid Hasyim I Foundation in Surabaya, all of them still use manual attendance, it is very difficult to control the presence of educators and education personnel who enter the office and leave the office, as well as in the enforcement of employee discipline is not optimal. Due to the

frequent occurrence of leaving absences between employees is very large, even employees always make initials on absences, so it is often found that there are tendons who are not yet in the office in the morning or after school, because with the attendance fingerprint which is a machine with the help of software to fill in the attendance data of communities, groups, and agencies that use them.

Use of Electronic-Based Attendance in Government Agencies, states "Optimizing the use of electronic-based attendance systems to avoid fraud and/or manipulation of data related to employee attendance." So that in January 2021 the Wachid Hasyim I Surabaya High School Office implemented Fingerprint Attendance, after implementing this electronic-based attendance could significantly change the discipline of employees/trainees, in this case, the hours of entering and leaving the office. So that fingerprint attendance can be used as a control tool for leaders to see the level of discipline of Wachid Hasyim I Senior High School students' discipline in Surabaya. This research was conducted through an analysis of the application of Finger Print Attendance which was carried out in the period from January to April 2020 and then linked to an increase in attendance as part of employee discipline on the date and time prior to the implementation of the finger print attendance.

2 Research methods

The research method is a series of research processes to find data and facts that are carried out systematically and objectively. The general objective of this research is to solve the problem so that the steps taken must be relevant to the problem formulated in the study of the Effectiveness of Using Finger Prints in Supporting the Work Discipline of Educators at the Wachid Hasyim I Foundation in Surabaya. There are several indicators in this research methods chapter, including the type of research, research location, data collection techniques and data analysis techniques.

3 Results and Discussion

The Mechanism of Using Finger Print at the Wachid Hasyim I Foundation Surabaya
The stages or mechanisms for using fingerprint attendance are explained below:
1. Fingerprint Registration for Educators and Education Personnel

2. Download Data and Fingerprints for Educators and Education Personnel
3. Upload Data for Educators and Education Personnel
4. Set Working Hours
5. Download Presence Data
6. Report Calculation

The Effectiveness of Using Finger Prints in Supporting the Work Discipline of Educators at the Wachid Hasyim I Foundation Surabaya
Target Achievement
The achievement of targets is the extent to which the targets set by the company, institution or agency can be realized properly. This can be seen from the extent to which the implementation of the company's goals in achieving the results that have been set. In the dimension of achieving this target, there are two indicators to determine the extent to which the effectiveness of the use of finger prints in supporting work discipline at the Wachid Hasyim I Foundation Surabaya, namely firstly increasing the work discipline of educators and educational staff has not been effective because there are still many found in the field who have not been disciplined in the use of finger prints. at the time of entering and leaving work, it seems that there are still many who are late for the finger with various reasons presented to the leadership. The second indicator, which makes it easier to make attendance reports, has been effective, because reports are carried out every month and submitted through groups in each unit (TK, SD, SMP, SMA, SMK) regarding the use of finger prints. If there are still many who forget or tend to be undisciplined during the finger print attendance process every month, they will get severalsanctions or punishments in accordance with the policies implemented in each unit at the Wachid Hasyim I Foundation Surabaya.
Adaptability
The success of a company, institution, or agency is seen from the extent to which the company can adapt to changes that occur both from within the organization and outside the organization. For the dimension of adaptability, there are two indicators to determine the effectiveness of using finger print in supporting work discipline at the Wachid Hasyim I Foundation Surabaya, namely the ability to use and operate a finger print machine. All educators and education staff at the Wachid Hasyim I Foundation from kindergarten, elementary, junior high, high school, and vocational units are able to adapt to the presence of finger print attendance and have been effective. Because all education staff and education staff in each unit are able to use and operate finger print attendance by attending school attendance and coming home in accordance with the time rules that have been applied in each unit. Although there are still many in the field, some educators and education staff are still lacking in discipline due to forgetting to do finger prints.

It can be seen from the explanation of the table above regarding the dimensions of the adaptability of the units at the Wachid Hasyim I Foundation Surabaya, which is diverse and has entered the effective category because they are able to use and operate fingerprint machines very well because they are able to provide reports on the results of using fingerprints every time. monthly to their respective units (TK, SD, SMP, SMA, and SMK).

Job satisfaction

Conditions felt by all employees in providing comfort and motivation for increasing the performance of the Institution. In the dimension of job satisfaction, there are two indicators to determine the extent to which the effectiveness of using fingerprints in supporting work discipline at the Wachid Hasyim I Foundation Surabaya is related to the increasing morale of educators and education staff and comfort in working. The two indicators are in the ineffective category because there are still many educators and education staff who complain about the existing rules for returning home from work. Because the teaching schedule is no longer available, but still asked to go home according to the rules of working hours that have been set. This caused several complaints that arise among educators and education in the dimensions of job satisfaction.

Responsibility

The ability of companies, agencies, and institutions to carry out their responsibilities in accordance with the time and amount that has been determined, in addition to the ability to solve problems that occur in companies, agencies, and institutions. In the dimension of responsibility, there are also two indicators that are used to determine the extent to which the effectiveness of using fingerprints in supporting the work discipline of educators at the Wachid Hasyim I Foundation Surabaya is related to the ability of educators and education staff to be able to complete tasks and obligations as well as problems that occur around the Wachid Foundation environment. Hasyim I Surabaya, especially in every existing unit. In terms of responsibility for all educators and education staff at the Wachid Hasyim I Foundation Surabaya, attendance is increasing because it is their responsibility as educators and education staff to be responsible for their duties and obligations.

Table 3. The Effectiveness of Using Finger Print in Supporting Work Discipline Educators at the Wachid Hasyim I Foundation Surabaya

Outcome Indicator Dimensions Concept Measurement of Effectiveness According to Tangkilisan (2005:141)
The Employees's adaptability to use the fingerprint machine are effective
Achievement of Targets Improvement of employee work discipline Not yet effective
Effective attendance reports
Employees are able to operate the fingerprint machine effectively

From the explanation table above regarding the effectiveness of using fingerprints in

supporting the work discipline of educators at the Wachid Hasyim I Foundation Surabaya, it can be said that it is not effective, because when viewed from the four dimensions of effectiveness and the eight indicators used as an analytical tool, there are 4 indicators that have not been

effective and 4 indicators effective. So there is still a need for improvement or improvement in each indicator that has not yet reached an effective level. So that the use of fingerprints in supporting the work discipline of educators at the Wachid Hasyim I Foundation in Surabaya can be maximized.

4 Conclusion

Based on the presentation of the data above, it can be concluded in several important ways regarding "The Effectiveness of Using Finger Prints in Supporting the Work Discipline of Educators at the Wachid Hasyim I Foundation Surabaya".

1. In using attendance by Finger Print, there are still some problems experienced by employees or educators and education personnel, especially for employees who have sensitive fingers or employees whose fingers are sometimes wet with sweat. Usually, the Finger Print machine will have problems detecting employee data because of this.

2. As for the use of Finger Print attendance in supporting the work discipline of Educators and Education Personnel at the Wachid Hasyim I Foundation Surabaya, it is considered quite effective. Although there are still some violations such as employees who are late for school, not in the room (teachers' room) when working hours are still going on, Returning from lunch break past the specified time limit, and returning to the room from rest close to work hours (various reasons were found), such as picking up children from school, going shopping to the market, going for private lessons) so that you forget to attend Finger Print when you come home from work. The discipline of an employee cannot be seen only from the recap of the Finger Print attendance machine which can only record employee working hours based on the time when the employee is absent in the morning and absent in the afternoon. There are other factors that can affect the discipline of an employee or Educator and Education Personnel, namely the employee's remuneration and performance. This is also because, the Finger Print attendance machine cannot record employee activities when he is in the room, whether the employee is working or not. If the employee or Educator and Education Personnel want their remuneration not to be cut and the performance assessment is good, they must be disciplined, but if they continue to violate it, they must bear the risk and sanctions or punishments that will be accepted for not being disciplined at work, be it light, medium, or low sanctions nor heavy.

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