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# The Impact of Leadership and Application of Fingerprint Attendance Model on Work Discipline of Employees at PT. Autoplastic Indonesia

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***Abstract.***
High discipline reflected in the culture possessed by employees, is one of the critical factors for the success of an organization. Discipline is an absolute requirement that must be applied and adhered to by all organization members to face the dynamics of changes in increasingly fierce competition. However, it is only possible to create discipline within the organization with strong leadership and a system that can encourage all organization members to apply discipline. One mechanism that can be done by the organization so that its employees apply discipline is to apply the fingerprint attendance model. The research was conducted at PT. Autoplastic Indonesia, located in the Mitra Industri Area, Jalan Mitra Barat I Block G. Parung Mulya Village, Kec. Ciampel, Kab. Karawang. The sampling technique used is simple random sampling, which randomly takes samples from the population without regard to the existing strata in the population. While the analysis technique used in this study is multiple linear regression. The results showed that leadership and the application of the fingerprint attendance model simultaneously had a positive and significant effect on employee work discipline, as evidenced by the f-count value of 52.703 > f table 3.06, with a significance value of 0.000 <0.05. Leadership partially has a positive and significant effect on employee work discipline, as evidenced by the t value of 5.934 > t table of 1.97569 and the significance value of 0 < 0.05. The application of the fingerprint attendance model partially has a positive and significant effect on employee work discipline as evidenced by the t arithmetic value of 3.167 > t table 1.97569 and a significance value of 0.002 < 0.05.

Keywords: Leadership, Fingerprint Attendance Model Implementation, Work Discipline

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## 1. Introduction

One of the most critical aspects of human resource management is discipline. Discipline is essential thing in human resource management. The better the employee's work discipline, the better the work performance can be achieved. Good work discipline will facilitate the company's organization to achieve optimal results. Employee work discipline can be assessed from the employee's obedience to company regulations, how he looks, and the employee's responsibility to correct mistakes. According to Mendropa (2018), when employees have high discipline, a more conducive company atmosphere will be created whi, which will positively impact any activities. Therefore, every company has the hope that the company's employees can comply with the regulations that have been set. One of the factors that influence work discipline is the leadership factor. The pattern of relationships between employees and company leaders can make employees feel comfortable or uncomfortable at work because leadership style is a behavioral norm that a person uses when that person tries to influence the behavior of others according to their views. Leadership is influential in building teams and developing employee abilities to make the right decisions (Arrafat et al.: 2020). Discipline in work needs to be encouraged by a firm leader and an exemplary leader for his employees. A good leadership style shows a leader's belief in the skills of his subordinates, either directly or indirectly. A leader's leadership style is a collection of philosophies, talents, attributes, and attitudes that he uses to influence the performance of his subordinates (Samcay, Sartika, and Sumiaty: 2022)

Building employees' enthusiasm to work to achieve company goals is the role of a responsible leader. Therefore, the expertise of leaders in leading an organization or company is needed to increase efficiency and achieve goals in addition to the leadership factor, one of the indicators of work discipline in compliance with regulations and acceptance of responsibilities by their respective job descriptions. In addition, other indicators of work discipline that are considered necessary are related to punctuality. Attendance is required to confirm punctuality. Before the development of science and technology, absenteeism was carried out by the company orally; this method was not effective and efficient because it used more time. Furthermore, there is a manual attendance system using paper records; this method could be more effective, considering many employees. After experiencing the development of science and technology, manual attendance was no longer used; in 1970, a more efficient digital-type machine was used. In 1980 the attendance machine was redeveloped using a magnetic card-type device that was useful for recording employee attendance. In 1997, a fingerprint machine was used using fingerprint detection by employees.

Paramarta et al. (2021) state that leadership is an attempt to influence many people through appropriate communication to achieve goals, how to control people with instructions

or orders, actions that cause others to act or respond and drive change, an essential dynamic force that motivates and coordinates organization to achieve goals, and the ability to create trust and support among subordinates to achieve organizational goals. Meanwhile, Nikmah, Armaniah, and Suryani (2020), in a study entitled The Influence of Leadership Style and Motivation on Employee Work Discipline at PT Duta Setia Pratama Cikarang – Bekasi stated that leadership is the ability to influence a group towards achieving the vision or goals set. Leadership can be formal or informal that emerges outside the organizational structure. Not all leaders are managers, and not all managers are leaders because managers' rights do not guarantee they can lead effectively. Added by Rivai (2017), Leadership is a factor or driving force of all available resources and infrastructure within the organization. For this reason, the success or failure of an organization to achieve the intended goals depends on members empowering the available resources and infrastructure efficiently, economically, and effectively. Leadership is the backbone of organizational development because, without good leadership, it will be difficult to achieve organizational goals (Permana et al.: 2019). It can be concluded that leadership is an individual's ability that can direct, influence, motivate and support other individuals to achieve organizational goals.

Fingerprint attendance is applied to control employee attendance to improve employee performance (Anwar and Kurdi: 2020). According to Dameria, Arafat, and Mulyadi (2020), the fingerprint attendance model is intended so that employee attendance lists can be recorded in a digital system and are expected to optimize employee discipline. In addition, an important benefit of using the fingerprint attendance model is to ensure that all employees work well and do their work promptly (Olagunju, Adeniyi, and Oladele: 2018). Sulistiyani, Ali, and Astuti (2020) added that fingerprint-based attendance is an effective method for monitoring employees.

Work discipline is a sense of obedience and adherence to values that are considered to involve certain tasks that are perceived as responsibilities. Surajiyo et al. (2021) state that work discipline is a condition that causes or encourages employees to act and carry out all activities with predetermined norms or rules. Without good employee discipline, it is difficult for organizational companies to achieve optimal results (Arif et al.: 2019). Added to Maduningtias et al. (2020), a company needs high employee work discipline to achieve its goals. Organizations carry out work disciplines to improve personal understanding, not to make negligence and irregularities in carrying out work (Kirana, Sriathi, and Suwandana: 2022). Meanwhile, Nurmayanti and Narlan (2020) said that a work discipline is a tool used by managers to communicate with employees so that they are willing to change their behavior and to increase awareness and willingness to comply with all applicable company regulations and social norms. It can be concluded that work discipline is an awareness to behave and obey the rules that apply, both written and unwritten, in a company and accept and carry out the sanctions if employees violate these rules.

## 2. Research Method

Sugiyono (2013) explains that the population is a generalized area consisting of objects/subjects with certain properties and characteristics determined by the researcher being studied and drawing conclusions. The population is the total number of units or individuals whose characteristics are investigated. Meanwhile, the sample is part of the

population and characteristics of the sample in this study, as many as 155 employees of the PT Autoplastic Indonesia production department.

The implementation of this research data collection was carried out with the following methods:

a. Field Research (Field Research). Field research is research that is carried out directly to obtain data that is closely related to this research. Data from the field were obtained from questionnaires which were data collection carried out by providing questionnaires to be submitted to respondents, namely employees of the production department of PT Autoplastic Indonesia.
b. Library Research (Library Research). Library research is data obtained by reading literature, reference materials, and other research related to the object under study. This is done to gain additional knowledge about the problem being discussed.

Test the validity by doing a correlation between the score of the statement or question item with the total score of the construct or variable by doing a significance test by comparing the calculated r-value with the r table. R count is obtained from the degree of freedom (df = n – 2), whose results can be seen from the calculated r with significance for the 2-way test. To test whether each indicator variable is valid, it can be seen from the Cronbach alpha output display in the correlated item column – total correlation (r count) > r table and has a positive value. The statement or question indicator item can be declared valid.

The reliability test is intended to measure the questionnaire, an indicator of the variables. Question items are reliable if a person's answers to questions are consistent. If the answers are inconsistent, then it is declared unreliable. Using the Cronbach Alpha (α) facility, measure the reliability test.

To analyze the research data, statistical analysis techniques were used. The statistics used were descriptive and inferential. Descriptive statistics were used for single variables. While inferential statistics were used to test research hypotheses using path analysis. Hypothesis testing uses a significance level of = 0.05. Based on the hypothetical model made that the endogenous variable in this study is work discipline (Y), while the exogenous variables are; leadership ($X_1$) and fingerprint attendance ($X_2$).

Based on the literature review, previous research, and the above framework, the research hypothesis can be formulated as follows:

$H_1$: Leadership affects the work discipline of department employees' production of PT Autoplastic Indonesia.
$H_2$: Fingerprint attendance affects the work discipline of department employees' production of PT Autoplastic Indonesia.
$H_3$: Leadership and fingerprint attendance simultaneously affect the work discipline of employees of the production department of PT Autoplastic Indonesia.

## 3. Result and Discussion

Description of respondents' identity or profile is one of the data analysis techniques used to provide an overview of the identity of respondents in this study by grouping research respondents into several groups, including respondent's age, gender, and years of service.

Respondent Profile by Age

| | | *Frequency* | *Percent* | *Valid Percent* | *Cumulative Percent* |
|---|---|---|---|---|---|
| **Valid** | 20 - 25 years | 124 | 80.0 | 80.0 | 80.0 |
| | 26 - 30 years | 24 | 15.5 | 15.5 | 95.5 |
| | 31 - 35 years | 7 | 4.5 | 4.5 | 100.0 |
| | Total | 155 | 100.0 | 100.0 | |

Profile of Respondents by Gender

| | | *Frequency* | *Percent* | *Valid Percent* | *Cumulative Percent* |
|---|---|---|---|---|---|
| **Valid** | Male | 105 | 67.7 | 67.7 | 67.7 |
| | Female | 50 | 32.3 | 32.3 | 100.0 |
| | Total | 155 | 100.0 | 100.0 | |

Profile of Respondents by Length of Work

| | | *Frequency* | *Percent* | *Valid Percent* | *Cumulative Percent* |
|---|---|---|---|---|---|
| **Valid** | <5 years | 129 | 83.2 | 83.2 | 83.2 |
| | 5-10 years | 2 | 1.3 | 1.3 | 84.5 |
| | 11-15 years | 24 | 15.5 | 15.5 | 100.0 |
| | Total | 155 | 100.0 | 100.0 | |

The validity test of the Leadership variable questionnaire was carried out by comparing the calculated r-value with the r-table with df = n-2. In this study, 51 respondents tested with df = 49 and = 0.05, so the two-way r table was 0.2759. If the r count of each statement item is greater than the r-table, then the statement can be valid. The analysis of this research can be seen in the calculation results in the following table:

**Leadership Validity Test Output**

| | *Scale Mean if Item Deleted* | *Scale Variance if Item Deleted* | *Corrected Item-Total Correlation* | *Cronbach's Alpha if Item Deleted* | **Information** |
|---|---|---|---|---|---|
| **X1_01** | 42.51 | 25.895 | 0.625 | 0.903 | Valid |
| **X1_02** | 42.51 | 25.175 | 0.785 | 0.896 | Valid |
| **X1_03** | 42.73 | 25.083 | 0.593 | 0.906 | Valid |
| **X1_04** | 42.78 | 26.893 | 0.376 | 0.918 | Valid |
| **X1_05** | 42.49 | 25.615 | 0.666 | 0.901 | Valid |
| **X1_06** | 42.57 | 25.170 | 0.763 | 0.897 | Valid |
| **X1_07** | 42.78 | 25.613 | 0.571 | 0.907 | Valid |
| **X1_08** | 42.67 | 25.107 | 0.781 | 0.896 | Valid |
| **X1_09** | 42.53 | 25.734 | 0.695 | 0.900 | Valid |
| **X1_10** | 42.57 | 25.090 | 0.776 | 0.896 | Valid |
| **X1_11** | 42.69 | 24.820 | 0.724 | 0.898 | Valid |

**Source: SPSS 2022 Data Processing**

The conclusion from the validity test in the table above shows that the leadership variable consisting of the 11 statements above is declared valid and meets the validity requirements because all values in the correlated item column – total correlation (r count > r table).

The validity test of the Fingerprint Attendance variable questionnaire was carried out by comparing the calculated r-value with r table with df = n-2. In this study, 51 respondents tested with df = 49 and = 0.05, so the two-way r table was 0.2759. If the r count of each

statement item is greater than r table, then the statement can be said to be valid. The analysis of this research can be seen in the calculation results in the following table:

Fingerprint Attendance Validity Test Output

| | *Scale Mean if Item Deleted* | *Scale Variance if Item Deleted* | *Corrected Item-Total Correlation* | *Cronbach's Alpha if Item Deleted* | **Information** |
|---|---|---|---|---|---|
| **X2_01** | 38.57 | 24.210 | 0.809 | 0.903 | Valid |
| **X2_02** | 38.59 | 24.047 | 0.714 | 0.909 | Valid |
| **X2_03** | 38.73 | 24.443 | 0.768 | 0.906 | Valid |
| **X2_04** | 38.63 | 24.358 | 0.783 | 0.905 | Valid |
| **X2_05** | 38.55 | 24.813 | 0.826 | 0.904 | Valid |
| **X2_06** | 38.37 | 26.358 | 0.416 | 0.926 | Valid |
| **X2_07** | 38.57 | 23.970 | 0.776 | 0.905 | Valid |
| **X2_08** | 38.41 | 23.447 | 0.869 | 0.899 | Valid |
| **X2_09** | 38.25 | 25.834 | 0.702 | 0.910 | Valid |
| **X2_10** | 38.39 | 26.123 | 0.413 | 0.928 | Valid |

**Source: SPSS 2022 Data Processing**

The conclusion from the validity test in the table above shows that the fingerprint attendance variable, which consists of the 10 statements above, is declared valid and meets the validity requirements because all values in the correlated item column – total correlation (r count > r table).

The validity test of the Work Discipline variable questionnaire was carried out by comparing the calculated r value with r table with df = n-2. In this study, 51 respondents tested with df = 49 and = 0.05, so the two-way r table was 0.2759. If the r count of each statement item is greater than r table, then the statement can be said to be valid. The analysis of this research can be seen in the calculation results in the following table:

Work Discipline Validity Test Output

| | *Scale Mean if Item Deleted* | *Scale Variance if Item Deleted* | *Corrected Item-Total Correlation* | *Cronbach's Alpha if Item Deleted* | **Information** |
|---|---|---|---|---|---|
| **Y_01** | 44.71 | 20.732 | 0.671 | 0.884 | Valid |
| **Y_02** | 44.63 | 21.478 | 0.472 | 0.897 | Valid |
| **Y_03** | 45.43 | 21.530 | 0.283 | 0.924 | Valid |
| **Y_04** | 44.59 | 21.407 | 0.706 | 0.883 | Valid |
| **Y_05** | 44.75 | 20.554 | 0.785 | 0.878 | Valid |
| **Y_06** | 44.90 | 21.130 | 0.647 | 0.885 | Valid |
| **Y_07** | 44.71 | 20.932 | 0.765 | 0.880 | Valid |
| **Y_08** | 44.86 | 21.161 | 0.721 | 0.882 | Valid |
| **Y_09** | 44.69 | 20.580 | 0.843 | 0.876 | Valid |
| **Y_10** | 44.67 | 21.267 | 0.761 | 0.881 | Valid |
| **Y_11** | 44.82 | 21.468 | 0.703 | 0.884 | Valid |

**Source: SPSS 2022 Data Processing**

The conclusion of the validity test in the table above shows that the work discipline variable consisting of the 11 statements above is declared valid and meets the validity requirements because all values in the correlated item column - total correlation (r count > r table).

Leadership Reliability Test

| *Cronbach's Alpha* | *N of Items* |
|---|---|
| 0.910 | 11 |

Source: SPSS 2022 Data Processing

The results of the table above show that the leadership variable indicator has an alpha coefficient of 0.910 > 0.70, so the data can be said to be reliable.

Fingerprint Attendance Reliability Test

| *Cronbach's Alpha* | *N of Items* |
|---|---|
| 0.918 | 10 |

Source: SPSS 2022 Data Processing

The table above shows that the fingerprint attendance variable indicator has an alpha coefficient of 0.918 > 0.70, so reliable.

Work Discipline Reality Test

| *Cronbach's Alpha* | *N of Items* |
|---|---|
| 0.896 | 11 |

Source: SPSS 2022 Data Processing

The table above shows that the indicator of the work discipline variable has an alpha coefficient of 0.896 > 0.70, so the data can be said to be reliable.

**Distribution of Leadership Variable Answers (X1)**

| No | Statement | Frequency and Percentage of Answers | | | | | | Total | Average |
|---|---|---|---|---|---|---|---|---|---|
| | | | SD | D | N | A | SA | | |
| **Nature** | | | | | | | | | |
| **1** | The leadership where I work has a nurturing and directing nature for its employees | F | 1 | 1 | 12 | 77 | 64 | 155 | 4.30 |
| | | % | 0.6% | 0.6% | 7.7% | 49.7% | 41.3% | 100% | |
| **2** | I feel happy and comfortable with my leader, who is competent, inspiring and forward-looking | F | 1 | 0 | 10 | 81 | 63 | 155 | 4.32 |
| | | % | 0.6% | 0% | 6.5% | 52.3% | 40.6% | 100% | |
| **3** | I feel the nature of my leadership affects my discipline at work | F | 1 | 4 | 6 | 69 | 75 | 155 | 4.37 |
| | | % | 0.6% | 2.6% | 3.9% | 44.5% | 48.4% | 100% | |
| **Total Average Value of Traits** | | | | | | | | | **4.33** |
| **Habit** | | | | | | | | | |
| **4** | The leadership where I work often emphasizes the importance of efficiency and asks employees to complete tasks as soon as possible | F | 0 | 5 | 10 | 73 | 67 | 155 | 4.30 |
| | | % | 0% | 3.2% | 6.5% | 47.1% | 43.2% | 100% | |
| **5** | The leader where I work always pays attention to the work environment and the comfort of all employees | F | 0 | 1 | 16 | 62 | 76 | 155 | 4.37 |
| | | % | 0% | 60% | 10.3% | 40% | 49% | 1.593 | |
| **Total Average Value of Habit Indicators** | | | | | | | | | **4.34** |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Character** | | | | | | | | | |
| **6** | I feel that my leader is always wise in making a decision | F | 0 | 0 | 18 | 68 | 69 | 155 | 4.33 |
| | | % | 0% | 0% | 11.6% | 43.9% | 44.5% | 100% | |
| **7** | My boss tends to have a forgiving character if his employees make a mistake | F | 0 | 2 | 26 | 68 | 59 | 155 | 4.19 |
| | | % | 0% | 1.3% | 16.8% | 43.9% | 38.1% | 100% | |
| **8** | My leader always takes the initiative at work | F | 0 | 1 | 14 | 76 | 64 | 155 | 4.31 |
| | | % | 0% | 0.6% | 9% | 49% | 41.3% | 100% | |
| **Total Average Score of Character Indicators** | | | | | | | | | **4.28** |
| **Personality** | | | | | | | | | |
| **9** | I feel clear when I'm communicating with my boss | F | 0 | 2 | 5 | 75 | 73 | 155 | 4.41 |
| | | % | 0% | 1.3% | 3.2% | 48.4% | 47.1% | 100% | |
| **10** | I always feel motivated when I work with my boss | F | 0 | 3 | 13 | 69 | 70 | 155 | 4.33 |
| | | % | 0% | 1.9% | 8.4% | 44.5% | 45.2% | 100% | |
| **11** | My leader is always calm in any condition | F | 0 | 3 | 16 | 77 | 59 | 155 | 4.24 |
| | | % | 0% | 1.9% | 10.3% | 49.7% | 38.1% | 100% | |
| **Total Average Personality Indicator Score** | | | | | | | | | **4.33** |

Based on the table above shows, the dominant respondents answered agree. It can be interpreted that dominant employees feel comfortable with their leaders in the company so that employees have an awareness of self-discipline at work. High work discipline will be created with good leadership, which can reduce bad products.

**Distribution of Fingerprint Attendance Variable Answers (X2))**

| **No** | **Statement** | **Frequency and Percentage of Answers** | | | | | | **Total** | **Average** |
|---|---|---|---|---|---|---|---|---|---|
| | | | **SD** | **D** | **N** | **A** | **SA** | | |
| **Convenience** | | | | | | | | | |
| **1** | I feel comfortable using fingerprint attendance | F | 0 | 4 | 10 | 64 | 77 | 155 | 4.38 |
| | | % | 0% | 2.6% | 6.5% | 41.3% | 49.7% | 100% | |
| **2** | I feel fingerprint attendance is easy to use | F | 1 | 5 | 11 | 59 | 79 | 155 | 4.35 |
| | | % | 0.6% | 3.2% | 7.1% | 38.1% | 51% | 100% | |
| **3** | The fingerprint attendance machine and computer are well standardized | F | 0 | 2 | 21 | 74 | 58 | 155 | 4.21 |
| | | % | 0.0% | 1.3% | 13.5% | 47.7% | 37.4% | 100% | |
| **Total Average Value of Comfort Indicator** | | | | | | | | | **4.32** |
| **Security** | | | | | | | | | |
| **4** | I feel safe using fingerprint attendance | F | 0 | 2 | 16 | 62 | 75 | 155 | 4.35 |
| | | % | 0% | 1.3% | 10.3% | 40% | 48.4% | 100% | |
| **5** | Application of fingerprint attendance by applicable procedures | F | 0 | 0 | 10 | 76 | 69 | 155 | 4.38 |
| | | % | 0% | 0% | 6.5% | 49% | 44.5% | 100% | |
| **6** | The application of fingerprint attendance can minimize the manipulation of attendance data | F | 2 | 1 | 11 | 47 | 94 | 155 | 4.48 |
| | | % | 1.3% | 0.6% | 7.1% | 30.3% | 60.6% | 100% | |
| **7** | The fingerprint attendance machine can verify fingerprints accurately | F | 0 | 3 | 19 | 56 | 77 | 155 | 4.34 |
| | | % | 0.0% | 1.9% | 12.3% | 36.1% | 49.7% | 100% | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Total Average Score of Security Indicators** | | | | | | | | | **4.39** |
| **Time Effectiveness** | | | | | | | | | |
| **8** | I feel that by using fingerprint attendance, the attendance data recording process is faster | F | 0 | 3 | 10 | 60 | 82 | 155 | 4.43 |
| | | % | 0.0% | 1.9% | 6.5% | 38.7% | 52.9% | 100% | |
| **9** | I feel fingerprint attendance is more efficient to use than manual attendance | F | 1 | 2 | 8 | 47 | 97 | 155 | 4.53 |
| | | % | 0.6% | 1.3% | 5.2% | 30.3% | 62.6% | 100% | |
| **10** | The presence of fingerprint attendance adds to my awareness to comply with attendance so as not to be late | F | 1 | 1 | 6 | 54 | 93 | 155 | 4.53 |
| | | % | 0.6% | 0.6% | 3.9% | 34.8% | 60.0% | 100% | |
| **Total Average Value of Time Effectiveness Indicator** | | | | | | | | | **4.49** |

Based on the table above shows, the dominant respondents answered agree. It can be interpreted that the dominant employee feels comfortable applying the fingerprint attendance model. Employees can also use their time to work as efficiently as possible; this can happen because the fingerprint attendance model can streamline time so that employees can discipline themselves at work.

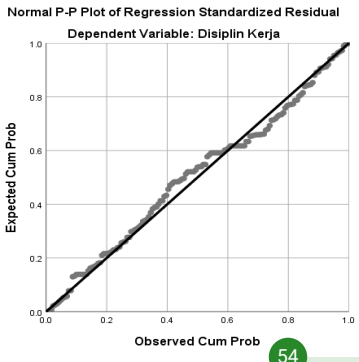
**Distribution of Work Discipline Variable Answers**

| **No** | **Statement** | **Frequency and Percentage of Answers** | | | | | | **Total** | **Average** |
|---|---|---|---|---|---|---|---|---|---|
| | | | **SD** | **D** | **N** | **A** | **SA** | | |
| **Presence** | | | | | | | | | |
| **1** | I always show up on time during working hours | F | 0 | 1 | 5 | 62 | 87 | 155 | 4.52 |
| | | % | 0% | 0.6% | 3.3% | 40% | 56.1% | 100% | |
| **2** | I have never been absent from work for no good reason | F | 1 | 2 | 5 | 39 | 108 | 155 | 4.62 |
| | | % | 0.6% | 1.3% | 3.2% | 25.2% | 69.7% | 100% | |
| **3** | I feel my boss influences my punctual presence | F | 3 | 11 | 13 | 66 | 62 | 155 | 4.12 |
| | | % | 1.9% | 7.1% | 8.4% | 42.6% | 40% | 100% | |
| **Total Average Score of Attendance Indicator** | | | | | | | | | **4.42** |
| **Compliance with Work Regulations** | | | | | | | | | |
| **4** | I follow the rules set by the company. Example: using the work uniform that has been determined and working according to the SOP | F | 0 | 0 | 4 | 46 | 105 | 155 | 4.65 |
| | | % | 0% | 0% | 2.6% | 29.7% | 67.7% | 100% | |
| **5** | I always make good use of my time off | F | 0 | 0 | 5 | 62 | 88 | 155 | 4.54 |
| | | % | 0% | 0% | 3.2% | 40.0% | 56.8% | 100% | |
| **Total Average Score of Compliance Indicators on Work Regulations** | | | | | | | | | **4.59** |
| **Compliance with Work Standards** | | | | | | | | | |
| **6** | I can complete work promptly according to the | F | 0 | 0 | 7 | 66 | 82 | 155 | 4.48 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | standard time set by the company | % | 0.0% | 0.0% | 4.5% | 42.6% | 52.9% | 100% | |
| **7** | I am responsible for the tasks I do | F | 0 | 0 | 3 | 50 | 102 | 155 | 4.64 |
| | | % | 0% | 0% | 1.9% | 32.3% | 65.8% | 100% | |
| **Total Average Score of Compliance Indicators on Work Standards** | | | | | | | | | **4.56** |
| **High Alert Level** | | | | | | | | | |
| **8** | I am very thorough and full of calculations in doing every job that has been given | F | 0 | 0 | 5 | 66 | 84 | 155 | 4.51 |
| | | % | 0% | 0% | 3.2% | 42.6% | 54.2% | 100% | |
| **9** | I always use work tools with care | F | 0 | 0 | 2 | 50 | 103 | 155 | 4.65 |
| | | % | 0.0% | 0.0% | 1.3% | 32.3% | 66.5% | 100% | |
| **Total Average Score of High Alert Level Indicator** | | | | | | | | | **4.58** |
| **Bekerja Etis** | | | | | | | | | |
| **10** | In our work, we always respect each other between employees or leaders and subordinates | F | 0 | 0 | 2 | 51 | 102 | 155 | 4.65 |
| | | % | 0% | 0% | 1.3% | 32.9% | 65.8% | 100% | |
| **11** | I am ready to accept sanctions if I violate work regulations. Examples of being disrespectful to fellow employees, leaders or customers | F | 0 | 1 | 3 | 65 | 86 | 155 | 4.52 |
| | | % | 0.0% | 0.6% | 1.9% | 41.9% | 55.5% | 100% | |
| **Total Average Score of Ethical Work Indicators** | | | | | | | | | **4.58** |

Based on the data above, the dominant respondents answered agree. It can be interpreted that employees have confidence that the work they have done will produce a better job by making the best use of time, working according to predetermined work standards, being responsible for the tasks that have been done, and being thorough and careful at work.

The normality test aims to test whether the dependent and independent variables have a normal distribution in the regression. The normality test in this study is as follows:




P-Plot Analysis of Normality Test Results

Based on the picture above, it can be seen that the points are approaching the diagonal line. If the residual data is normally distributed, then the line that describes the actual data

will follow the diagonal line. Thus, it can be concluded that the good and residual data are normally distributed.

Used to detect the presence or absence of symptoms of a relationship between independent variables, namely leadership and fingerprint attendance.

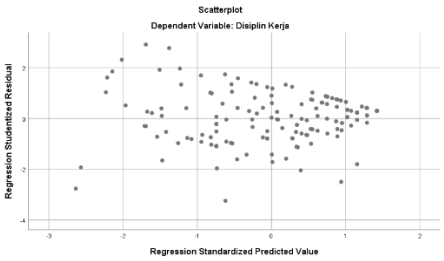
Multicollinearity Test Results

| Model | | *Collinearity Statistics* | |
|---|---|---|---|
| | | Tolerance | VIF |
| 1 | Leadership | 0.642 | 1.557 |
| | Fingerprint Attendance | 0.642 | 1.557 |

*a. Dependent Variable: Work Discipline*

The table above shows that the tolerance value of all independent variables, namely leadership and fingerprint attendance, is 0.642 > 0.10, and the VIF value is 1.557 < 10. Thus, it can be believed that there are no symptoms of multicollinearity or no correlation between leadership and fingerprint absenteeism.

In this study, heteroscedasticity was tested to detect the presence or absence of the effect of heteroscedasticity by looking at the pattern of dots in the following scatterplot image:




Based on the picture above, it can be seen that the data points spread randomly and do not form a certain pattern either above or below zero on the Y-axis, so the results of the test in the regression model do not show any indication of heteroscedasticity and the data is suitable for use in research.

Analyzing problems on the influence of leadership and fingerprint attendance on employee work discipline. Based on the results of SPSS calculations, multiple regression analysis tests can be presented as follows:

Multiple Linear Regression

| Model | | *Unstandardized Coefficients* | | *Standardized Coefficients* | T | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 22.953 | 2.642 | | 8.687 | 0 |
| | Leadership | 0.382 | 0.064 | 0.461 | 5.934 | 0 |
| | Fingerprint Attendance | 0.2 | 0.063 | 0.246 | 3.167 | 0.002 |

a. Dependent Variable: Work Discipline

Based on the table above, it is known that (constant value) is 22,953 and leadership value (X1) is 0.382 and fingerprint attendance (X2) is 0.2. Based on the constant values and coefficients, the regression equation is obtained:

$$Y = \alpha + b_1X_1 + b_2X_2 + €$$
$$Y = 22{,}953 + 0{,}382X_1 + 0{,}2X_2 + €$$

Model Summary[b]

| Model | R | *R Square* | *Adjusted R Square* | *Std. The error in the Estimate* |
|---|---|---|---|---|
| 1 | .640[a] | 0.409 | 0.402 | 3.466 |

a. Predictors: (Constant), Fingerprint Attendance, Leadership

Based on the table above shows that the Work Discipline variable (Y) can be explained by using Leadership (X1) and Fingerprint Attendance (X2) of 40.9 while the rest (100% - 40.9% = 59.1%) is due to other variables. Outside of this model.

This study used the model feasibility test or f test to determine the independent variable affecting the dependent variable. The feasibility test with the f test can be seen in the following table:

Model Feasibility Test (F Test)

| Model | | *Sum of Squares* | Df | *Mean Square* | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 1266.623 | 2 | 633.311 | 52.703 | .000[b] |
| | Residual | 1826.513 | 152 | 12.017 | | |
| | Total | 3093.135 | 154 | | | |

a. Dependent Variable: Work Discipline

b. Predictors: (Constant), Fingerprint Attendance, Leadership

Based on the above interpretation, the results of the f test in this study indicate that the conclusions obtained are $H_o$ is rejected and $H_a$ is accepted, which means that Leadership (X1) and Fingerprint Attendance (X2) simultaneously have a significant effect on the Employee Work Discipline variable or it can be concluded that the regression model tested has been feasible so that partial testing can be done.

Partial Equation Test (T-Test)

| Model | | *Unstandardized Coefficients* | | *Standardized Coefficients* | T | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 22.953 | 2.642 | | 8.687 | 0 |
| | Leadership | 0.382 | 0.064 | 0.461 | 5.934 | 0 |
| | Fingerprint Attendance | 0.2 | 0.063 | 0.246 | 3.167 | 0.002 |

a. Dependent Variable: Work Discipline

Partial test results in this study can be explained as follows:

- The t value for the Leadership variable is [5,934]. The t-table value (5%,(df=155-2-1 = 152) is 1.97569. Then t count > t table, meaning that H1 is accepted. The sig figure for the Leadership coefficient is 0 < 0.05, meaning that there is an influence between Leadership on Work Discipline partially.

- The t value for the Fingerprint Attendance variable is [3.167]. The t-table value (5%,(df=155-2-1 = 152) is 1.97569. Then t count > t table, meaning H2 is accepted. The sig figure for the Fingerprint Attendance coefficient is 0.002 < 0.05, meaning that there is an effect between Fingerprint Attendance on Employee Work Discipline partially.

**The Influence of Leadership on Employee Work Discipline**

Based on a partial analysis, the study's results prove that leadership significantly affects the work discipline of PT's production department employees. Autoplastic Indonesia shows a significance level of t count 5.934 > t table 1.97569 or significance 0 < 0.05; this hypothesis $H_0$ is rejected, and $H_1$ is accepted. This hypothesis accepts that $H_1$ leadership affects employee work discipline. The results of this study are supported by previous research conducted by Diah Puspaningrum, Setyo Adji and Naning Kristiyana (2019), which found that leadership had a significant effect on the work discipline of PT. Wings Surabaya Branch. This means that a good leadership spirit possessed by the leader will increase employee work discipline.

**The Effect of Fingerprint Attendance on Employee Work Discipline**

Based on a partial analysis, the results of the study prove that the application of the fingerprint attendance model has a significant effect on the work discipline of the employees of the production department of PT. Autoplastic Indonesia, by showing a significance level of t arithmetic 3.167 > t table 1.97569 or a significance of 0.002 < 0.05, this hypothesis $H_0$ is rejected, and $H_2$ is accepted. This hypothesis accepts that H2 fingerprint attendance affects employee work discipline. The results of this study are supported by previous research conducted by I Gusti Ngurah Drda Dhanurdhara, I Gusti Ayu Wimba and Ida I Dewa Ayu Yayati Wilyadewi (2021), who found that fingerprint attendance had a significant effect on work discipline of the Denpasar City Industry and Trade Office. Applying the fingerprint attendance model improves employee work discipline in a company.

**The Effect of Fingerprint Leadership and Attendance on Employee Work Discipline**

Based on the F test research results showing a significance level of 0.000 < 0.005, the H1 hypothesis is accepted, which states that leadership and the application of the fingerprint attendance model simultaneously have a significant effect on the work discipline of employees of the production department of PT. Indonesian Autoplastic. This is because the company's management's leadership and application of the fingerprint attendance model increase employee discipline at work. The results of this study are supported by previous research conducted by Netty (2017), which found that leadership and the application of the fingerprint attendance model had a significant effect on work productivity. Good leadership, accompanied by applying the fingerprint attendance model, will consistently increase discipline.

## 4. Conclusion

Discipline is the main factor in the development of a company. Many companies can only survive if they need a better level of discipline. Discipline in various aspects must be continuously improved to maintain the company's existence amid increasingly fierce competition. Two main prerequisites a business entity needs to have to build discipline for all members of the organization are good leadership and strengthening obedience in attendance through applying the fingerprint attendance model.

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