

**EFEKTIVITAS PENERAPAN PRESENSI *FINGER PRINT*  
DALAM MENINGKATKAN DISIPLIN PEGAWAI NEGERI  
SIPIL GURU SDN DI KECAMATAN SAGULUNG KOTA  
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**Oleh**

**Gilang Setiawan  
NIM.190565201114**

**Abstrak**

Permasalahan presensi *finger print* dalam meningkatkan disiplin pegawai negeri sipil guru sekolah dasar negeri dikecamatan sagulung kota Batam yakni, presensi yang tidak terbaca oleh sistem dan guru terhitung tidak hadir,PNS yang hanya datang pada saat jam masuk dan pulang untuk *finger print*,PNS yang Sering terlambat dihitung dari rekap bulanan.Penelitian ini bertujuan untuk mengetahui efektivitas penerapan presensi *finger print* dalam meningkatkan disiplin guru SDN dikecamatan Sagulung Kota Batam.Metode dalam penelitian ini menggunakan metode deskriptif kualitatif dengan menggunakan teknik pengumpulan data berupa observasi, wawancara dan dokumentasi. Penelitian ini mengacu pada teori efektivitas menurut Tangkilisan menggunakan empat indikator yakni pencapaian target, kemampuan adaptasi, kepuasan kerja dan tanggung jawab selama pelaksanaan presensi *finger print*.Hasil dari penelitian ini menunjukkan bahwa Efektivitas Penerapan Presensi Finger Print Dalam Meningkatkan Disiplin guru PNS SDN Di Kecamatan Sagulung dalam pelaksanaannya sudah efektif. Hal ini dilihat dari indikator yaitu pencapaian target, dilihat dari peningkatan disiplin kerja pegawai sudah sesuai dengan yang di harapkan yakni disiplin pegawai mengalami peningkatan sejak diterapkannya presensi *finger print* dan juga dikarenakan presensi *finger print* memberikan kemudahan dalam pembuatan laporan,selanjutnya indikator kemampuan adaptasi dapat dilihat dari segi pelaksanaan presensi *finger print* yang mana progres adaptasi pegawai sangatlah cepat sehingga tidak membutuhkan waktu yang lama untuk menyesuaikan dengan kebijakan presensi model baru yakni presensi *finger print*.Selanjutnya dari indikator kepuasan kerja dapat dilihat bahwa kepuasan kerja pegawai negeri sipil dengan adanya presensi *finger print* mampu meningkatkan semangat kerja pegawai dan juga membuat nyaman pegawai selaku pengguna, indikator tanggung jawab dapat dilihat bahwa penerapan presensi *finger print* membuat rasa tanggung jawab tiap pegawai meningkat serta menyadarkan pentingnya tanggung jawab terhadap aturan serta tugas dan wewenang selaku guru PNS

Kata Kunci : Efektivitas ,Presensi *Finger print* , Disiplin

**THE EFFECTIVENESS OF THE APPLICATION OF FINGER PRINT PRESENCE IN IMPROVING THE DISCIPLINE OF CIVIL SERVANTS OF ELEMENTARY SCHOOL TEACHERS IN SAGULUNG DISTRICT, BATAM CITY IN 2022**

**By**

**Gilang Setiawan  
NIM.190565201114**

**Abstract**

*The problem of finger print presence in improving the discipline of civil servants of public elementary school teachers is sub-districted by the city of Batam, that is, the presence that is not read by the system and the teachers are not present, Civil servants who only come at the time of entry and go home for finger print, Frequent late civil servants are calculated from monthly recaps. This study aims to find out the effectiveness of the appearance of finger print prescriptions in improving the discipline of SDN teachers sub-distorted by Sagulung Kota Batam. The method in this study uses qualitative descriptive methods using data collection techniques in the form of observations, interviews and documentation. This research refers to the theory of effectiveness according to Tankillisan using four indicators, namely achieving targets, adaptability, job satisfaction and responsibility during the implementation of finger print prescriptions on PNS SDN teachers in sagulung sub-district. The results of this study indicate that the Effectiveness of the Application of Finger Print Presence in Improving Discipline of PNS SDN teachers in the District Sagulung in its implementation has been effective. This is seen from the indicator, namely achieving the target, seen from the increased discipline of employment of civil servants in public primary schools, the Sagulung district is in line with what was expected, namely the discipline of employees has increased since the implementation of the finger print presidency and also has been wared by finger print prescriptions provide convenience in making reports, then indicators of adaptation ability can be seen in terms of implementing finger print prescriptions which progress employee adaptation is so fast that it does not take long to adjust to the new model's presence policy, namely finger presentation print. Further from the job satisfaction indicator it can be seen that the job satisfaction of civil servants in the presence of finger print presentations is able to improve the morale of employees and also make comfortable employees as users, an indicator of responsibility can be seen that the application of finger presence makes the sense of responsibility of each employee increase and makes it aware of the importance of responsibility for the rules and duties and authority of the PNS teacher.*

*Keywords: Effectiveness, Finger print Presence, Discipline*