

# The Influence of Organizational Behavior and Finger Print Technology on Employee Work Discipline at The Palopo City Land Office

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## Abstract

**Purpose:** The aim of this research is that researchers want to determine whether organizational behavior and fingerprint technology influence the work discipline at the Palopo City Land Office.

**Research methodology:** Quantitative methods were used in this study. This research was conducted at the Palopo City Land Office between October and November 2023. Data were obtained by distributing questionnaires to 80 respondents. The collected data were tested using multiple linear regression analysis with SPSS statistics application program version 20 to test two or more independent variables against the dependent variable.

**Results:** From the results of the T test, it is proven that the organizational behavior variable has a partial effect on work discipline at the Palopo City Land Office, and that the fingerprint technology variable has a partial effect on work discipline at the Palopo City Land Office. The test results from this research show that  $f_{count} > F_{table}$  or 117,552 3.11, with a significance value of  $0.001 < 0.05$ , can be said to be significant because this proves that organizational behavior and fingerprint technology have a positive effect on work discipline.

**Implementation:** Thus, it can be concluded that all independent variables in this research work together or simultaneously on the dependent variable. The coefficient of determination in this study was also 0.753 or 75.3%, which shows that organizational behavior and fingerprint technology can influence changes in work discipline, while the remaining 24.7% is explained by other factors outside of this research.

**Keywords:** *organizational behavior, fingerprint technology, work discipline*

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## 1. Introduction

Humans as social creatures basically have the nature to socialize, cooperate and need the existence of other humans (Jamaluddin et al., 2017). Humans are also one of the most important dimensions of an organization and one of the supporting factors of the organization (Kurnia Putri et al., 2023). A company has the goal of maximizing its value and improving the welfare of its owners and employees (Huda & Farhan, 2019).

The government must provide the best services to the community. The quality of public services is related to the extent to which government agencies provide services in accordance with the community's needs. Therefore, government agencies must be able to provide pleasant services in accordance with public satisfaction (Rosmajudi 2023).

The process of providing direction and influence to members over task-related tasks is known as leadership within the agency, and persuades members that a team cannot succeed unless all members work together to achieve their goals (Syahrul et al., 2023). This allows local governments to maximize their potential to create a government that favors the interests of the community (Tahar & Kuncahyo, 2020). Another aspect in realizing work performance is the work environment for employees, which is the element of the organization as a social system that influences the behavior of people in an organization (Sam et al., 2023).

Things that support the company include information systems in line with the times that are increasingly advanced and have many types in each of their developments (Putra & Hermina, 2023). One thing that can achieve the goal of work discipline in the company is that employees must comply with the organizational behavior and information systems or technological developments set by the company; one example is online attendance (Kurnia Putri et al., 2023).

## **2. Literature Review**

### **2.1 Organizational Behavior**

Organizational behavior is a field of study that investigates the behavioral impact of individuals and groups of structures in organizations with the intention of applying knowledge to improve organizational effectiveness (Robbins and Judge, 2011:43) and organizational behavior (Manumanoso Prasetyo, 2018). Human behavior is the result of all kinds of experiences and human interactions with the surrounding environment, which are manifested in the form of knowledge, attitudes, and actions. Organizational behavior is essentially a result of interactions between individuals in the organization. Organizational behavior plays an important role in realizing quality and professional human resources in a work environment that prioritizes good and professional human resources. From the phenomena that often occur in the work environment, we can see that there are employees who have not fulfilled organizational behavior and keep up with technological developments, where the available technology is sophisticated and can help with their work, which can be achieved in a company's existing goals (Carona Elianur, 2018). In order to improve the performance of qualified and professional employees, behavior and technology systems used in companies that affect work discipline can be applied (Jamaluddin et al., 2017).

Companies in the era of globalization are required to adjust to the demands of the changes that really occur. One of these changes is technology that is widely used to adjust to a company's needs. We can see that almost all companies or agencies use technology; one example is finger print or called fingerprint attendance used by employees in the company (Anwar et al., 2023).

### **2.2 Finger Print**

Fingerprinting is a type of biometric attendance machine that uses a detection method through a person's fingerprints to record employee attendance lists (Nugroho, 2009:34). Biometrics are methods used to identify or recognize individuals based on physical or behavioral characteristics (Haryani, 2023). The finger print attendance machine can be used for various applications, for example, for attendance at a company that already uses a biometric fingerprint system. According to Fitranthro, attendance is an activity that aims to determine the level of attendance achievement and discipline of members in an agency, institution, or company (Dermawan & Gandhi, 2018). Therefore, along with the increasingly advanced development of science and technology, there is a solution to overcome these problems. One solution is to use fingerprints as an attendance system. The purpose of using a fingerprint as an attendance machine in a company is to increase employee productivity towards the company, which starts from discipline over attendance (Haryani, 2023).

### **2.3 Work discipline**

Work discipline is a condition created and formed through a series of behaviors that show the value of obedience, compliance, order, loyalty, and order (Apriyanti & Syahid, 2021). The discipline of an agency is also needed to enable it to achieve its goals precisely (Putri, Mazni, & Suharto, 2021; Sunarsi et al., 2020; Syarif & Riza, 2022). Pratt Fiarshild's opinion from the point of view of the sociology side, discipline consists of two parts, namely discipline from within and also social discipline. Where both

are interconnected with each other, someone who has a disciplined attitude is someone who directs his behavior and actions based on certain benchmarks or limits of behavior that are accepted in their respective groups or social spheres. In the end, someone who has high work discipline will produce good productivity compared to someone who does not have work discipline, where his working time is not utilized as well as possible to do work in accordance with the targets set in an agency (Parela, 2022; Yahya & Yani, 2023).

In this research, we want to analyze the location of the research site, namely, the office of the Ministry of Agrarian Affairs and Spatial Planning or the National Land Agency (disngkat ATR or BPN), which is a non-ministerial government agency in Indonesia that has obligations and performs government obligations in the land sector in accordance with the provisions of laws and regulations (Kalsum et al., 2023). The BPN is known as the Argaria Office. The Palopo City Land Office, which is a public service office, provides many services to the community, in this case the office provides services in the form of products such as field splitting, field splitting, field merging, change of name and even mortgage rights and roya and many more.

The ultimate goal of national land policy should be the realization of conditions for people's prosperity as mandated in Article 33, paragraph (3) of the Constitution of the Republic of Indonesia, UUPA, and TAP MPR IX/2001 as a consequence of the granting of State Control Rights (HMN) over the management of land and other natural resources in a fair, transparent, participatory, and accountable manner. Essentially, the Palopo City Land Office has a strong vision and mission. In essence, every office or organization has a management role, where management is the process of carrying out the vision and mission of an organization efficiently and effectively (Ramdani et al., 2023). In principle, management is the utilization of resources owned by a company or organization to achieve goals (Kusniawati et al., 2013).

The achievement of organizational goals is supported by human resources who have strong abilities. Ability is a component of maturity related to knowledge or skills obtained through education, training, and experience (Helpi et al., 2023). Human resources are one of the most strategic production factors as invaluable assets in determining the future success of a company, in addition to land, electricity, and others. Human resources have the potential to exist in humans in the form of mind, energy, skills, emotions, and some of them can be used both for themselves and for organizations or companies (Naquib et al., 2021). In addition to companies, human resources must always improve their competence, along with the development of the globalization era (Adil et al., 2023).

The application of work discipline in the life of an organization or company is intended so that all employees in the organization are willing to obey all rules and regulations that apply in the office and behavior or actions in accordance with written and unwritten office regulations. Many factors affect work discipline, starting from the environment and personality of different employees. People who have high motivation with their respective job descriptions to work also do not feel difficulties, and are always happy every time they perform these tasks (Pranitasari & Khotimah, 2021). Previous research has stated that one aspect in achieving the success of organizational goals is that employees who obtain a good work environment feel comfortable at work; employees also feel at home in their work environment (Asmarantaka, 2014).

Inconsistent attendance in the Palopo City Land Office requires the application of organizational behavior to each employee to create added value. Here, fingerprint technology also plays an important role; these employees can be consistent in terms of attendance. On the results of observations at the research location, the authors found that organizational behavior needs to be applied, and the fingerprint technology used in the office to know the attendance of workers is more efficient when it is influenced by work discipline in employees.

Based on the description above, the researcher feels interested in further research with the title: "The Effect of Organizational Behavior and Finger Print Technology on Work Discipline at the Palopo City Land Office".

### 3. Research Methodology

This research was conducted at the Palopo City Land Office, which is located in Jl. Andi Djemma No. 124. The research was conducted from October to November 2023. The method used in this research is quantitative descriptive which shows a causal relationship with a sample size of 80 respondents or employees, while the sampling technique used in the research is saturated sampling. This study used the Likert scale method, which ranged from 1 (strongly disagree) to 5 (strongly agree). Data were obtained by distributing questionnaires to the employees of the Palopo City Land Office. The collected data were tested using multiple linear regression analysis with the SPSS statistical application program version 20, which aims to test two or more independent variables on the dependent variable.

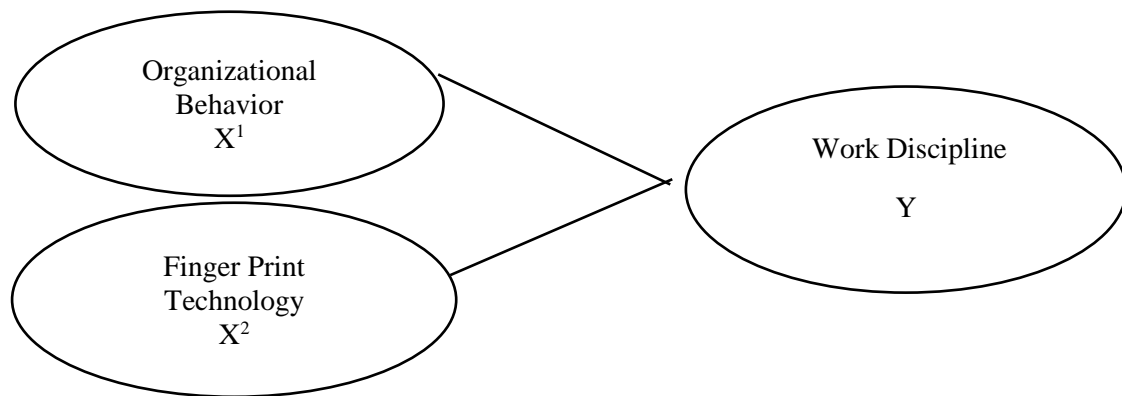


Figure 1: Thinking Framework

Based on the above description and framework, the research hypotheses are as follows:

H1. Organizational behavior can affect work discipline.

H2. Finger Print technology can affect work discipline

H3. Organizational behavior and fingerprint technology can affect work disciplines.

### 4. Results and Discussions

#### 4.1 Results

##### 4.1.1 Data Analysis

##### 4.1.1.1 Validation test

A validation test was used to check whether the statements contained in the questionnaire were valid (Wulandari & Arif, 2022). The results of the validation tests for the variables used in this study are as follows.

Table 1. Validity Test Results

Variable	Item	R Count	R table	Description
Organizational Behavior	X1.1	0.564	0.2199	VALID
	X1.2	0.615	0.2199	VALID
	X1.3	0.673	0.2199	VALID
	X1.4	0.557	0.2199	VALID
	X1.5	0.607	0.2199	VALID
	X1.6	0.678	0.2199	VALID
	X1.7	0.738	0.2199	VALID
	X1.8	0.697	0.2199	VALID
	X1.9	0.744	0.2199	VALID
	X1.10	0.741	0.2199	VALID
Finger Print Technology	X2.1	0.672	0.2199	VALID
	X2.2	0.633	0.2199	VALID
	X2.3	0.813	0.2199	VALID
	X2.4	0.819	0.2199	VALID
	X2.5	0.669	0.2199	VALID

	X2.6	0.678	0.2199	VALID
	X2.7	0.801	0.2199	VALID
	X2.8	0.781	0.2199	VALID
	X2.9	0.848	0.2199	VALID
	X2.10	0.780	0.2199	VALID
Work discipline	Y.1	0.473	0.2199	VALID
	Y.2	0.800	0.2199	VALID
	Y.3	0.685	0.2199	VALID
	Y.4	0.613	0.2199	VALID
	Y.5	0.677	0.2199	VALID
	Y.6	0.597	0.2199	VALID
	Y.7	0.685	0.2199	VALID
	Y.8	0.630	0.2199	VALID
	Y.9	0.633	0.2199	VALID
	Y.10	0.752	0.2199	VALID

Source: Processed Data SPSS statistics (2023) (Satri et al., 2023)

Based on Table 1, it can be concluded that all the questionnaire statements are valid because Rhitung is greater than Rtabel.

#### 4.1.1.2 Reliability Test

According to (Adil, Sapar, Marhani, & Rosa, 2024; Hastuti, Ghozali, & Yuyetta, 2016; Kusumawati, 2020); Makambe and Moeng (2020), the vwasidity test is used to measure whether the qwasstionnaire is valid. In the opinion of Sugiharto and Situnjak (2006), reliability refers to an understanding that the instrument used in research to obtain information can be trusted as a data collection tool and mapu reveals actual information in the field.

Table 2. Reliability Test Results

Variable	<i>Cronbach Alpha</i>	Standard	Description
Organizational Behavior (X1)	0.899	0.60	Reliable
Finger Print Technology (X2)	0.930	0.60	Reliable
Work discipline (Y)	0.874	0.60	Reliable

Source: SPSS Processed Data (2023) (Satri et al., 2023)

Based on Table 2, it can be concluded that the variables of organizational behavior and fingerprint technology show Cronbach's alpha > 0.6; therefore, all variables can be declared reliable.

#### 4.1.2 Multiple Linear Regression Analysis

Multiple linear regression is a regression model involving more than one independent variable. Multiple regression analysis was also performed to determine the direction of the influence of the independent variable on the dependent variable. According to Darmawan and Roba'in (2022); (Hardana, Sitompul, & Khairani, 2023; Widarjono, 2018), multiple linear regression is a regression model consisting of more than one independent variable.

Table 3. Multiple Linear Regression Analysis Test Results

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig
		B	Std. Error	Beta		
1	( Constant )	2.951	3.276		.901	.370
	Organizational Behavior	.484	.115	.400	4.222	<.001

	Finger Print Technology	.437	.081	.514	5.427	<.001
a. Dependen Variable : Organizational Behavior						

Source: SPSS Processed Data (2023) (Satri et al., 2023)

Based on Table 3, the regression equation can be seen; in column B, the constant (a) value is 2.951, while the regression coefficient value of variable X1 (Organizational Behavior) is 0.484 and variable X2 (Finger-Print Technology) is 0.437.

Thus, the multiple linear regression equation can be written as

$$Y = a + b_1x_1 + b_2x_2$$

$$Y = 2.951 + 0.484 \text{ Organizational Behavior (X1)} + 0.437 \text{ Finger Print Technology (X2)}$$

The interpretation of this equation is as follows.

1. A constant value (a) of 2.951 can be interpreted as follows: if the variables of organizational behavior and fingerprint technology are constant (unchanged), the organizational behavior variable is worth 2.951.
2. The regression coefficient value of the organizational behavior variable (X1) of 0.484 indicates that if organizational behavior increases, organizational behavior will increase by 0.484.
3. The regression coefficient value of the fingerprint technology variable (X2) of 0.437 means that if the fingerprint technology is increased, the fingerprint technology will increase by 0.437.
4. The results of the simple linear regression equation show that organizational behavior and fingerprint technology increase work discipline at the Land Office.

#### 4.1.2.1 Hypothesis Test (t Test)

The T test is a type of statistical test to determine whether there is a difference from the estimated value with the value of the results of a statistical calculation; the estimated value referred to here has various origins, some of which we determine based on issues, value requirements, and others. A T test was conducted to test the research hypothesis regarding the effect of each independent variable on the dependent variable.

Table 4. T Test Results

	Ustandardized Coefficient		T	sig
	B	Std. Error		
Constant	2.951	3.276	0.901	< 0.370
Organizational Behavior	0.484	0.115	4.222	< 0.001
Finger Print Technology	0.437	0.081	5.427	< 0.001
N	80			
F	117.552			< 0.001
R Square	0.753			
Adjusted R Square	0.747			

Source: Processed Data SPSS statistics (2023) (Satri et al., 2023)

#### 4.1.2.2 Partial Test (T Test)

Based on Table 4, the results of the T test can be interpreted as follows.

1. The value of sig. for variable X1, Y is 0.001 < 0.05, and the tcount value is 4.222 > t table 1.994; thus, it can be concluded that H1 is accepted. This shows that organizational behavior (X1) has a positive and significant effect on work discipline (Y) at the Land Office.
2. It is known that the sig value for variable X2 on Y is 0.001 < 0.05 and the tcount value is 5.427 > ttable 1.994 so it can be concluded that H2 is accepted. This shows that finger print technology (X2) has a positive and significant effect on work discipline (Y) at the Land Office

#### 4.1.2.3 Simultaneous Test (F Test)

The F-test aims to determine whether the independent variables jointly affect the independent variable. An F test was conducted to examine the effect of all independent variables on the dependent variable.

#### ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1134.366	2	567.183	117.552	<.001 <sup>b</sup>
	Residual	371.521	77	4.825		
	Total	1505.888	79			

Source: Processed Data SPSS statistics (2023) (Satri et al., 2023)

Based on Table 4, it can be seen that the significance value of the f test is  $0.001 < 0.05$ , and  $f_{count} 117.552 < f_{table} 3.11$ ; thus, it can be concluded that H3 is accepted. This shows that the independent variables in this study simultaneously affected the dependent variable.

#### 4.1.2.4 Test Coefficient of Determination

According to Widarjono, the Determination coefficient test (R-Square) was used to explain the proportion of variation and the dependent variable explained by the independent variable.

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868 <sup>a</sup>	.753	.747	2.19658

Source: Processed Data SPSS statistics (2023) (Satri et al., 2023)

Based on Table 4, it can be seen that the R Square value is 0.753 and the adjusted R Square is 0.747, which shows that the effect of the independent variable on the dependent variable is 75.3% and the remaining 24.7% is influenced by variables external to this research.

## 4.2 Discussion

### 4.2.1 Effect of Organizational Behavior on Work Discipline

The results showed that organizational behavior had a positive and significant effect on work discipline. This is indicated by a signif Good Manners Trust and a tcount value of  $4.222 > t_{table} 1.994$ , which means that organizational behavior affects work discipline at the Palopo City Land Office. It can also be interpreted that indicators of organizational behavior such as communication, leadership, collaboration, teamwork, and work ethics can affect work discipline in the Palopo City Land Office. Organizational behavior affects work discipline because of the work ethics factor in an agency, which shows the importance of behavioral attitudes in the work environment and responsibility (Mafra, 2016).

### 4.2.2 The Effect of Finger Print Technology on Work Discipline

The results showed that fingerprint technology had a positive and significant effect on the work discipline. This is indicated by a significant value of  $0.001 < 0.05$  and a t-count value of  $5.427 > t_{table} 1.994$ , which means that there is an effect of fingerprint technology on work discipline at the Palopo City Land Office. A fingerprint is an attendance tool that uses a fingerprint machine in which each person is not the same; therefore, the tool automatically cannot be manipulated for the truth. Fingerprint is stated to have an effect on work discipline because the employee attendance factor is quite important; it can be said that it is connected to consistent attendance. Zulfikar and Kurniawati (2020) in (Idza Aradha Pratiwi et al. 2022).

### 4.2.3 Effect of Organizational Behavior and Finger Print Technology on Work Discipline

Based on the simultaneous results conducted by previous researchers, it is shown that the variables of organizational behavior and fingerprint technology have a significant effect on work discipline, both partially and simultaneously. The research results from the F test show that the Fcount value is  $117.552 >$

Table 3.11, with a significance value of  $0.001 < 0.05$ . This shows that the variables of organizational behavior and fingerprint technology together have a positive and significant effect on the work discipline at the Palopo City Land Office. The better the organizational behavior variables and fingerprint technology applied to employees and agencies, the higher is the level of work discipline generated by employees. Conversely, the lower the variables of organizational behavior and fingerprint technology, the lower is the level of work discipline generated by employees at the agency. This study also shows an Adjusted R Square value of 0.747, which indicates that the level of influence of organizational behavior variables and fingerprint technology on work discipline is 74.7% and the remaining 25.3% is influenced by other variables not included in this research variable.

## 5. Conclusion

### 5.1 Conclusion

Based on the results of previous research and discussion regarding the influence of organizational behavior and fingerprint technology on work discipline at the Palopo City Land Office, this study draws the following conclusions.

1. Organizational behavior variables have a positive and significant effect on work discipline at the Palopo City Land Office. This means that the more organizational behavior is applied to employees in an agency, the better their level of work discipline.
2. The fingerprint technology variable has a positive and significant effect on work discipline at the Palopo City Land Office. This means that when using fingerprint technology in a government agency, work discipline will increase because employee attendance can be consistent.
3. There is a positive and significant influence on work discipline at the Palopo City Land Office. Thus, it can be concluded that the variables of organizational behavior (X1) and fingerprint technology (X2) simultaneously affect work discipline (Y).

### 5.2 Suggestion

Based on the research results obtained from the field data in the discussion and conclusions, it can be said that the research is going well. The suggestions put forward by the researchers are as follows:

1. Further researchers should add other variables to this study and increase the number of samples to obtain new results.
2. Employees in the Palopo City Land Office are expected to improve their organizational behavior so that work discipline can be achieved.

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