THE EFFECT OF THE USE OF FINGER PRINT AND PERFORMANCE ALLOWANCE ON EMPLOYEE'S DISCIPLINE IN THE OFFICE OF THE MINISTRY OF RELIGION, PASAMAN DISTRICT

Endarwita, Yurasti, Elchi Rahmita
Sekolah Tinggi Ilmu Ekonomi Pasaman
E-mail:endarwita@gmail.com

Abstract: *This study aims to determine the effect of finger print attendance use and performance allowances on Civil servant (CIVIL SERVANT) discipline in the official representative of the Ministry of Religion, Pasaman Regency. This study employs saturated sampling technique. The method of multiple linear regression analysis used SPSS version 20. The results of the F test showed that Finger Print attendance had a positive and significant role in improving the discipline of civil servant at the Office of the Ministry of Religion, Pasaman Regency. Performance allowances play a positive and significant role in improving the discipline of civil servant at the Office of the Ministry of Religion, Pasaman Regency. Finger print attendance and performance allowances simultaneously play a positive and significant role in increasing civil servant's discipline at the Office of the Ministry of Religion of Pasaman Regency for 52.9% while the remaining 47.1% is influenced by other variables not examined in this study.*

Keywords: Fingerprint Attendance, Performance Allowances, and Discipline

1. Introduction

In this modern era, every company and government environment are required to have good management. Good company or government management can increase the effectiveness of the company or its work environment. Human Resources is one important factor and has a very important role in a company or government environment. Most companies, including those in government circles, face problems that originate from their employees or employees. In working in addition to wages and comfort in work, of course, a leader also instills the importance of discipline in work, so that company goals can be achieved.

Discipline is an important thing that must be owned by everyone, because with discipline all human activities become organized and directed. A Civil Servant who is a State Apparatus, State Apparatus and Public Servant must realize that discipline is very important in carrying out duties to achieve national goals. However, over time, discipline is not a priority for most civil servants in Indonesia. They are more concerned with personal interests and often ignore disciplinary issues, let alone attendance problems. This is due to the weak system of attendance discipline in Indonesia.

According to (Sinungan, 2018) work discipline is a mental characteristic that is reflected in the actions or behavior of individuals, groups or communities in the form of obedience or obedience to regulations that have been established both by the government and ethics, norms and norms. rules that apply in society for a specific purpose. According to (Singodimedjo, 2009),

said discipline is an attitude of someone's willingness and willingness to obey and obey the regulatory norms that apply around them.

In the Regulation of the Minister of Religion (PMA) Number 28 of 2013 concerning Rules for the Attendance of Civil Servants in the Ministry of Religion, CHAPTER I Article 1 states that what is meant by attendance discipline is the ability of civil servants to obey. with their duty to come, carry out their duties, and return as needed. Meanwhile, to measure the extent of employee discipline, one of which is the presence of civil servant as evidenced by the attendance or attendance list. However, the frequency of attendance is filled all at once which is filled in with a signature upon arrival. Then, the signature upon return is signed at the same time. To avoid the possibility of signature violations / fraud which is one indicator of the level of work discipline, the government issued a policy that is to use an electronic attendance machine to replace the manual attendance system that has been used so far. This policy refers to PMA No. 28/2013 article 4 which states that "Civil Servants (PNS) are required to fill in the attendance list every day using the electronic attendance machine of the work unit (satker)", this regulation is assessed because of the assumption that manual attendance is used dishonestly.

According to (Nugroho, 2009) Fingerprint comes from English which means fingerprint. Fingerprints are the lines on the skin of the fingertips. Fingerprints has function to provide greater friction so that the fingers can hold heavier objects. To minimize the occurrence of disciplinary violations, with technological developments that have had a positive impact on agencies, this is realized through the use of a biometric attendance system that identifies or recognizes someone based on physical characteristics or behaviors that are unique and only owned by itself such as fingerprints, facial structures and the retina of the eye. With this biometric system, it can be seen the level of discipline of civil servant at work. All can be seen from the hours of coming to work and hours of leaving work.

Since the enactment of a regulation requiring every institution to use finger print attendance, the attendance system in the government bureaucracy has been replaced by using an electronic attendance system. This regulation requires every civil servant to comply with every predetermined regulation. If an civil servant does not live up to these regulations, he will be subject to disciplinary action. "Civil Servants are obliged to come to work and obey the provisions of working hours" as stated in Article 3, Government Regulation Number 53 of 2010. Then, in the context of improving and optimizing the performance of the bureaucracy, the government through the Ministry of Administrative Reform has issued a Bureaucratic Reform policy in the field of Resources. Human beings, one of which is the structuring of the performance allowance system. In 2014 the government has compiled a new compensation system for the civil servant (civil servant), which is based on position and performance.

With the implementation of the Finger Print-based attendance system as described above, which is one indicator of the achievement of work discipline. This is the basis for the government in providing, adding and reducing civil servant performance allowances within the Ministry of Religion as regulated in PMA 49 of 2014 Furthermore, in article 2 (two) it is explained that "to employees every month other than the income that is entitled to be received according to legislation, which is calculated based on work attendance and individual performance achievements according to the class of office". This regulation clearly states that the basis for calculating the allowance. Performance (Tukin), one of which is based on work attendance. This of course requires civil servant to be disciplined.

(Terry & Rue, 2003), incentive is an important actuating tool. Human being tend to strive more itensely when the reward for accomplishing satisfies their personal demand, meaning that

incentive is an important driving tool. Humans tend to try to be more active if the remuneration received gives satisfaction to what is requested.

The size and size of the Performance Allowance given to a civil servant is determined by the class of office. While the amount received by an civil servant also depends on the discipline. The greater the performance allowance provided by the agency to employees will not only affect the performance and satisfaction of the employees but will increase the work discipline of employees. This is because performance allowances have a big role in work discipline in an employee. Performance allowances also affect employee discipline because they provide employee satisfaction and love for the agency or job. If the employee's love for work is getting better, employee discipline will be better too and finally the vision and mission of an agency will be achieved and even the image in the community will be even better.

The Office of the Ministry of Religion of Pasaman Regency, which is one of the government agencies, always strives to improve the quality of existing Human Resources. Even though there is often a heap of work for only one or a few people, due to the uneven distribution of tasks this is due to a lack of Human Resources. able to master fully application technology. However, training and development that should be urgently needed, cannot be implemented because there is no budget available in DIPA.

Apart from the quality of human resources, discipline is very important to create good governance. To make this happen, the government has made a policy for the satker to provide a performance allowance based on an electronic attendance list (finger print). In relation to improving the discipline of Civil Servants (PNS), the Office of the Ministry of Religion of Pasaman Regency has taken advantage of currently developing technology, namely electronic attendance lists. However, in practice, the application of fingerprint attendance has not been maximal, for example the employee's fingerprints are not recorded so that they cannot perform attendance using fingerprints. In addition, there are still employees who do not understand the use of finger print machines, sometimes they are too hasty, causing the machine to error, or sometimes the users' hands are wet so that the machine cannot scan properly.

The Office of the Ministry of Religious Affairs in Pasaman Regency is one of the agencies that has implemented a fingerprint biometric system application since 2013. Filling in the attendance list which originally used the manual system by signing it is considered ineffective to control the attitude of employees who are often late and even truancy during working hours, therefore this bad attitude is overcome by implementing finger print attendance in the hope that it can encourage employee morale at work. PMA Number 28 of 2003 issued by the Ministry of Religion regarding the discipline of the presence of Civil Servants, where the regulation is issued regarding the payment of food allowances that will be received by employees. If the level of discipline of the employee is low, in other words, is not present as evidenced by attendance, then the employee does not get food allowance and the employee performance allowance is deducted. conflict due to social jealousy which is due to the lower occupation class than other colleagues so that there is less creation of a good work environment and lack of employee motivation to work even though there has been a provision of performance allowances and food allowances to improve employee welfare. Initial observations at the Office of the Ministry of Religious Affairs in Pasaman Regency, that the use of finger print attendance and performance allowances are factors that influence the discipline of a civil servant Finger Print and Performance Allowances for civil servant Disciplines at the Office of the Ministry of Religion, Pasaman Regency "

2. Literature Review

Discipline

According to (Simamora, 2005), discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. According to (Zainul, 2012) discipline is a condition that causes or encourages employees to act and carry out all activities according to predetermined norms or rules. Discipline shows a condition or attitude of respect that exists in the employee towards the rules and regulations of the company. Thus if the rules and regulations are violated, the employee has poor work discipline. Conversely, if the employee is obedient and obedient to the rules, it shows the condition of employee discipline that is good.

(Prijodarminto, 1994) argues that discipline is a condition that is created and formed through a process of a series of behaviors that show the values of obedience, obedience, order and order.

In accordance with the Republic of Indonesia Regulation No. 53 of 2010 article I paragraph 1 states that Civil Servant Discipline is the ability of Civil Servants to comply with obligations and avoid prohibitions stipulated in statutory regulations and / or official regulations which, if not obeyed or violated, are subject to disciplinary action.

With the above understanding, it can be concluded that discipline is essentially a form of employee self-control and regular implementation and shows the level of seriousness of the work team in an organization.

According to (Hasibuan, 2010), indicators of work discipline are as follows:

1) Comply with all company regulations, in carrying out their work employees are required to comply with all company regulations that have been established in accordance with work rules and guidelines so that comfort and smoothness of work can be formed.
2) Using time effectively, the working time given by the company is expected to be utilized properly by individuals to pursue the targets given by the company to individuals by not wasting too much time in the company's work standards.
3) Responsibilities in work and duties, responsibilities given to individuals if it is not in accordance with the time period set by the company, the employee has a high level of work discipline.
4) The level of absenteeism, one of the benchmarks to determine the level of employee discipline, the higher the frequency of attendance or the lower the level of absenteeism, the employee has a high level of work discipline.

Finger Print Attendance

According to (Simonna, 2009) Attendance is an attendance data collection, part of the activity reporting of an institution, or the component of the institution itself which contains attendance data that is arranged and arranged in such a way that it is easy to find and use if at any time it is needed by parties have an interest in it

According to (Sarosa, 2008), a more modern method of attendance is to use fingerprints. In this method, employees must scan their fingers for attendance. This presence machine automatically enters the data entry and return hours into the computer. The result is a record of working hours that are accurate and ready to be processed with the application. Attendance cannot be entrusted and minimizes the possibility of errors. Meanwhile, according to (Tofik, 2010) states that "fingerprint is a technology that supports attendance purposes, which includes entry, storage of data on entry and return hours, and processes the data into a report which can

later be used for policy making by leader. This tool is equipped with software to record transactions that occur.

The purpose of using finger print as an attendance machine is:

a. Increasing employee productivity in the organization that starts with discipline on workplace attendance.
b. Provides convenience and comfort in the attendance process for staffing and can improve time efficiency in making attendance reports for work units, especially for the personnel department.
c. Improve the paperless system in the organization starting with a fingerprint attendance system that can reduce material and operational costs
d. Provide complete information as possible to the leadership and personnel department related to employee discipline in the form of work attendance which is one of the job requirements as well as providing employee loyalty information that can be used as a basis for evaluating performance.

According to (Tangkilisan, 2005) to measure how effective the use of finger print attendance is, the indicators are as follows:

1) Target Achievement

The purpose of achieving the target here is defined as to what extent the target can be set by the organization which is well realized. This can be seen from the extent to which the implementation of organizational goals in achieving targets in accordance with predetermined goals, which includes:

a. Work productivity
   Employees complete work on time and employees work in accordance with predetermined working hours.
b. Ease and comfort
   Employees cannot send attendance and employees cannot
c. Absence report
   Recapitulation of absences every day and can be given sanctions

2) Adaptability
   a. Employees are able to use the fingerprint absentee
   b. Employees are able to operate the fingerprint absentee machine

3) Job Satisfaction
   a. Employees are enthusiastic at work
   b. Employees are comfortable at work
   c. Employees get a reward or reward by the limit

4) Responsibilities
   a. Employees do not go out during working hours for non-work matters
   b. Employees are able to solve work problems
      There are three elements of assessment so that employees can receive performance allowances, namely based on:
      - Electronic attendance or attendance,
      - Performance or work performance,
      - Employee discipline
      Regulation of the Minister of Religion (PMA) No 49/2014 states that, a performance allowance is given to employees every month in addition to the income that is entitled to receive according to laws and regulations, which is calculated based on:

- Attendance at Work
- Individual Performance Achievements

3. Research Method

The type of research used in this research is associative quantitative. The population in this study were all employees at the Office of the Ministry of Religious Affairs in Pasaman Regency, amounting to 49 people. The sample of this study was all employees at the Office of the Ministry of Religion of Pasaman Regency. using saturated sampling techniques. According to (Soekanto, 2007) saturated sampling is a sampling technique when all members of the population are used as samples. The instrument test used is the validity and reliability test, then the classical assumption test and analysis techniques used in this study are multiple linear regression analysis.

4. Results and Discussion

3.1. Results

Validity Test and Reliability Test

The validity test aims to ascertain whether each statement item deserves to be included in the specified variable. Validity testing is performed using the corrected item-total correlation values. A question item can be said to be valid if it has a corrected item-total correlation value above 0.30. On the other hand, a statement item is said to be invalid if it has a corrected item-total correlation value of less than 0.30 (Joshi et al., 2010). Invalid statement items will be discarded or not used in a variable for subsequent data processing. To test the validity of all statement items used in this study were declared valid because the value of the corrected item-total correlation of the statement items was above 0.30.

Reliability is an index that shows the extent to which a measuring device can be trusted or reliable. Reliability shows the extent to which the measurement results remain consistent if done twice or more on the same symptoms, with the same measuring instrument. The measurement of reliability in this study used the Cronbach's Alpha method. According to (Sekaran, 2011), an instrument is said to be reliable if Cronbach's alpha> 0.70. This calculation will be carried out with the computer assistance of the SPSS (Statistical Package for Social Science) program Version 16.0. A measuring instrument is said to be reliable if it has consistent results when used many times at different times.

The results of the reliability test in the study are presented in table 1 below:

Table 1 Reliability Test
Discipline, Finger Print Attendance and Performance Benefits

No.	Variable	Cronbach's Alpha	Information
1.	Discipline (Y)	0.867	Reliabel
2.	Finger Print Attendance (X_1)	0.896	Reliabel
3.	Performance Allowance (X_2)	0.912	Reliabel

Source: SPSS Data Processed Version 16.00

From the table above, we can see the results of data reliability testing for all variables used in this study. Where all variables have a Cronbach's Alpha value above 0.70. Discipline variable (Y) has a Cronbach's Alpha value of 0.867, Finger Print Attendance variable (X1) has a Cronbach's Alpha value of 0.896 and the Performance Allowance variable (X2) has a Cronbach's Alpha value of 0.912. This shows that the instruments used for all these variables are reliable and reliable.

Classic assumption test

Before the multiple linear regression test is carried out, the classical assumption test is carried out first, where the classical assumption test is a requirement that is met in the multiple linear regression test. The classical assumption test consists of normality, linearity, multicollinearity, and heteroscedasticity tests.

Normality test

According to (Santoso, 2000), normality testing is carried out to determine the distribution of variance variations that support each research variable. To test for normality, the assistance of one sample Kolmogorov Smirnov test is used. In the normality testing phase, each research variable of the asymp sig (2-tailed) value is large or equal to 0.05. Based on the results of data normality testing that has been carried out, a summary of the results is shown in the table below:

Table 2
Normality Test Results

No	Variable	Cronbach's Alpha	Information
1	Discipline (Y)	0,372	Normal
2	Finger Print Attendance (X_1)	0,471	Normal
3	Performance Allowance (X_2)	0,531	Normal

Source: Processed data of SPSS version 16.00

From the table, it is known that the significance for the Discipline Variable (Y) has an Asymp sig (2-tailed) value of 0.372. Finger Print Attendance variable (X1) has an Asymp sig (2-tailed) value of 0.471 and the Performance Allowance (X2) variable has an Asymp sig (2-tailed) value of 0.531. It can be concluded that all the research variables used were normally distributed.

Linearity Test

Linearity test is carried out to determine the relationship between the independent variable and the dependent variable is linear or not. This test is used as a requirement in correlation analysis or linear regression. This linearity test is related to a proof whether the linear line model that is set really fits the situation or not.
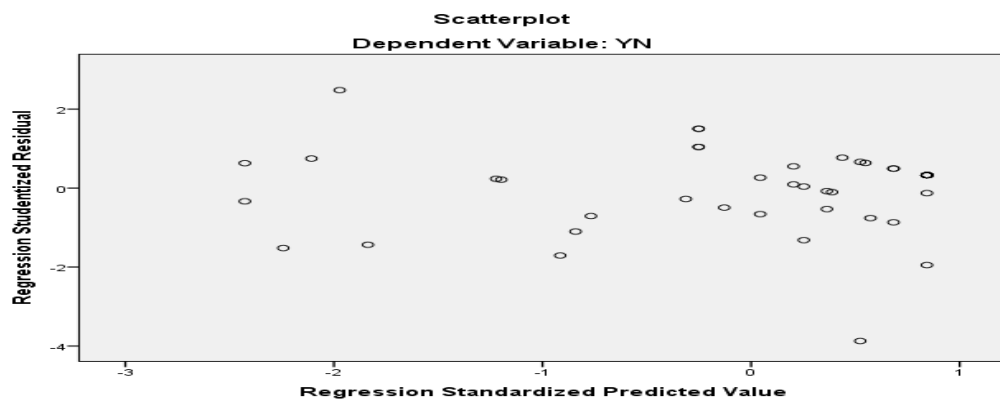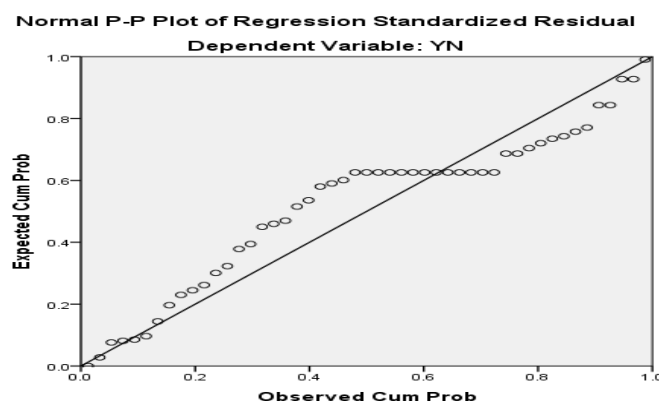
Source: Processed data of SPSS version 16.00
Figure 1 Linearity Test

Linearity test is used to see whether the model function used is correct or not. To determine whether the regression equation function used is linear, it can be seen from the P-Plot graph. If the distributed points follow a linear line, then the regression model can be stated as linear. In this study, the P-Plot Graph was used to test the linearity. Based on the graph shown, it can be seen that the points move in the direction of the linear line, so it can be concluded that the regression model of this study is linear.

Heteroskedesticity test

Heteroscedasticity test is a residual assumption test with non-constant variance. The hope is that this assumption is not fulfilled because the multiple linear regression model has a residual assumption with constant variance (homocedacity). Heteroscedasticity detection can be done by looking at the significance value. A good model is obtained if there is no certain pattern on the chart, such as gathering in the middle, narrowing then widening or vice versa, as illustrated in the image below.

Source: Processed data of SPSS version 16.00
Figure 2 Heteroskedasticity test

The Scatterplot graph shown in the figure is a heterocedasticity test which shows the dots that are spread randomly and no clear pattern is formed and in the distribution the dots spread below and above the number 0 on the Y axis.This identifies no heteroscedasticity in the model. regression, so the regression model is feasible to be used to predict the Discipline variable (Y)

Multicollinearity Test

Multicolonary test is a test to determine whether or not there is a significant correlation between the independent variables in a multiple linear regression model. A good linear regression model has independent independent variables. The expectation is that the multicollinearity assumption is not fulfilled. The test statistic that is often used to test for multicolonierity disorders is variance inflation factor (VIF), or the Pearson correlation between the independent variables. In the multicollinearity test it is expected that the VIF value is <0.10 or the same as the VIF value> 10, so the multicollinearity assumption is not fulfilled and can be used in research.

Table 3 Multicollinearity Test Results

Independent Variable	Tolerance	VIF
Finger Print Attendance (X_1)	0.470	2.129
Performance Allowance (X_2)	0.470	2.129

Source: Processed data of SPSS version 16.00

Based on table 4.14 above, it can be seen that the tolerance of the Finger Print Attendance and Performance Allowance variables> 0.10 and VIF does not exceed 10 so that the assumption of multicollinearity is not fulfilled and can be used in research.

Multiple Linear Regression Analysis

Before the hypothesis testing stage is carried out, the regression equation must first be formed. According to (Hasan, 2009), the regression model that is formed into a regression equation aims to determine the direction of the influence of the independent variable on the dependent variable. Based on the results of the tests that have been carried out, a summary of the results is shown in the table below**:**

Table 4 Summary of Multiple Regression Analysis Results, F and R2 tests

Variabel	B	T	Sig.
Konstanta	15.053	3.276	0.002
Finger Print Attendance (X_1)	.371	2.987	0. 005
Performance Allowance (X_2)	.314	2.302	0. 026
F	25.803	0. 000	
R^2		0. 529	

Source: Processed data of SPSS version 16.00

The table above shows the constant value (α) is 15.053, while the Finger Print Attendance variable value is 0.371 and the Performance Allowance variable value is 0.314. Thus the multiple linear regression equation is:

$Y = α + b1X1 + b2X2 + e$

$Y = 15{,}053 \, X1 + 0{,}371 \, X2 + 0{,}314 + e$

Based on the table, it can be seen that the Finger Print Attendance variable has a sig value of 0.005 in conducting the hypothesis testing stage through the t test used an error rate of 0.05. The results obtained indicate that the significant value is 0.005 <alpha 0.05. So the decision is that Ho is rejected and Ha is accepted so that it can be concluded that Finger Print Attendance has a significant effect on civil servant Discipline at the Office of the Ministry of Religion, Pasaman Regency.

In the results of testing the second hypothesis as seen in Table 4.16, it is seen that the Performance Allowance variable has a sig value of 0.026 in carrying out the stages of testing the hypothesis through the t test used an error rate of 0.05. The results obtained indicate that the significant value is 0.026 <alpha 0.05. Then the decision is that Ho is rejected and Ha is accepted so that it can be concluded that the Performance Allowance has a significant effect on civil servant Discipline at the Office of the Ministry of Religion, Pasaman Regency.

Based on the table, it can be seen that the resulting value is significant at 0.000 in the hypothesis testing stage through the F test used an error rate of 0.05. The results obtained indicate that the significant value is 0.000 <alpha 0.05. Then the decision is that Ho is rejected and Ha is accepted so that it can be concluded that Finger Print Attendance and Performance Allowances have a significant effect on civil servant Discipline at the Office of the Ministry of Religion, Pasaman Regency.

Based on the table, it can be seen that the relationship or correlation between Finger Print Attendance and Performance Allowances for civil servant Discipline at the Office of the Ministry of Religion, Pasaman Regency, can be seen through the correlation coefficient. It can also be seen that the result of the Determination coefficient or R Square (R^2) is 0.529 which indicates that 52.9% of civil servant discipline is affected by Finger Print Attendance and Performance Allowances while 47.1% is explained by other variables not used in this study.

3.2. Discussion

Based on the results of testing the first hypothesis it was found that Finger Print Attendance had a significant effect on discipline, with a significant value of 0.005 <0.05. It can be concluded that the higher the Finger Print Attendance at the Office of the Ministry of Religion of Pasaman Regency, the resulting Discipline will increase.

This proves that Finger Print Attendance has a significant effect on discipline. This condition occurs because finger print attendance is very important in improving civil servant discipline. The results obtained in the first stage are in line with the results of research conducted by (Djubaini et al., 2017), who has conducted research on "The Effect of Finger Print Use on Employee Work Discipline at the Manado City DPRD Secretariat". positive and significant towards work discipline.

Performance allowances are allowances provided to civil servants which are a function of the successful implementation of bureaucratic reform and are based on the performance achievements of these civil servants which are in line with the performance achievements of the organizations where the civil servants work. The results of testing the second hypothesis found that the performance allowance has a significant effect on discipline, a significant value of 0.026

<0.05. So it can be concluded that performance allowances affect civil servant Discipline. This is in line with the results of research conducted by (Lestari, 2014)who conducted research on "The Effect of Performance Allowances on Employee Discipline at the Women Empowerment and Family Planning Agency in Medan City Government, concluding that the Performance Allowance has a positive and significant effect on employee discipline. at the Office of the Women's Empowerment and Family Planning Agency in Medan City Government.

Based on the results of testing the third hypothesis it was found that Finger Print Attendance and Performance Allowances simultaneously had a significant effect on civil servant Discipline at the Office of the Ministry of Religion, Pasaman Regency with a significant value obtained was 0.000 <0.05. From the discussion of the 3 hypotheses above, it can be concluded that Finger Print Attendance and Performance Allowances greatly affect civil servant Discipline. From the results of the correlation coefficient (R), the 72.8% results show that the independent variables (Finger Print Attendance and Performance Allowances) have a strong relationship with the dependent variable (Discipline).

From the results of the distribution of questionnaires distributed to 49 respondents, it can also be concluded that the Finger Print Attendance variable statement item that most respondents approved with the highest Likert scale number was the statement "Employees are able to use fingerprint attendance", this proves that every employee is able to use attendance. finger print well so that it affects discipline. In the Performance Allowance variable, the most respondents agree with with the highest Likert scale is the statement "Payment of Performance Allowances based on employee work attendance". Respondents agree that the payment of performance allowances is calculated based on the work attendance of employees so that it has a strong influence on discipline.

5. Conclusion

Based on the analysis and discussion of the results of hypothesis testing, several important conclusions can be made which are the core of the results of this study, namely:

1) Finger Print attendance plays a positive and significant role in improving the discipline of civil servant at the Office of the Ministry of Religion of Pasaman Regency. This can be seen from the results of the regression analysis; the t value is 2,987 with a significance value of 0.004. This means that the significance value of t is smaller than alpha (0.005 <0.05).

2) Performance allowances play a positive and significant role in improving the discipline of civil servant at the Office of the Ministry of Religion, Pasaman Regency. This can be seen from the results of the regression analysis; the t value is 2.302 with a significance value of 0.026. This means that the significance value of t is smaller than alpha (0.026 <0.05).

3) Finger Print Attendance and Performance Allowances simultaneously play a positive and significant role in improving civil servant Discipline at the Office of the Ministry of Religion, Pasaman Regency. This can be seen from the results of the regression analysis obtained an F value of 25,803 with a significance value of 0,000. This means that the significance value of F is smaller than alpha (0.000 <0.05).

References

Djubaini, F., Kawet, L., & Dotulong, L. O. (2017). Pengaruh Penggunaan Fingerprint Dan Kompensasi Terhadap Disiplin Kerja Pegawai Pada Sekertariat DPRD Kota Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *5*(2).

Hasan, I. (2009). Analisis Data Penelitian Statistik. *Jakarta: Bumi Aksara*.

Hasibuan, M. (2010). Manajemen Sumber Daya Manusia. *Jakarta: Bumi Aksara.*

Joshi, V. D., Malhotra, R., Lim, J. F. Y., Ostbye, T., & Wong, M. (2010). Validity and reliability of the expectations regarding aging (ERA-12) instrument among middle-aged Singaporeans. *Ann Acad Med Singapore*, *39*(2), 394–398.

Lestari, R. D. (2014). *Tunjangan Kinerja Terhadap Disiplin Pegawai Pada Badan Pemberdayaan Perempuan dan Keluarga Berencana di Pemerintahan Kota Medan*. Universitas Medan Area.

Nugroho, E. (2009). Biometrika mengenal sistem identifikasi masa depan. *Andi Yogyakarta*.

Prijodarminto, S. (1994). Disiplin kiat menuju sukses. *Jakarta: Abadi*.

Santoso, S. (2000). *Buku latihan SPSS statistik parametrik*. Penerbit Elex Media Komputindo.

Sarosa, S. (2008). Sistem Informasi Akuntansi. *Jakarta: Grasindo.*

Sekaran, U. (2011). *Metodologi Penelitian untuk Bisnis, Edisi 4, Buku 1, Jakarta: Salemba Empat*. Hal.

Simamora, H. (2005). Membuat Karyawan Lebih Produktif Dalam Jangka Panjang (Manajemen SDM). *Yogyakarta: STIE YKPN*.

Simonna, E. (2009). *Definisi Absensi*. Simonna-Erna Blogspot.

Singodimedjo. (2009). Dimensi dan Indikator Disiplin Kerja. *Surabaya. SMMAS*.

Sinungan, M. (2018). *Produktivitas apa dan Bagaimana*. Bumi Aksara.

Soekanto, S. (2007). Statistika Untuk Penelitian. *Bandung: Alfabeta. Risk Perception Pada Pengambilan Keputusan Investasi. Journal of Business and Banking*, *4*(1), 55–66.

Tangkilisan, H. N. S. (2005). *Manajemen publik*. Grasindo.

Terry, G. R., & Rue, L. W. (2003). Dasar-dasar Manajemen. *Jakarta: PT. Bumi Aksara.*

Tofik, M. (2010). Panduan Praktis Membuat Aplikasi Penggajian Dengan Excel 2007. *Jakarta: Mediakita*.

Zainul. (2012). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada Dinas Kebudayaan dan Pariwisata. *Jurnal Wawasan Manajemen*, *3*, *No. 3,* 217–227.