

ABSTRAK

Penelitian ini dilatarbelakangi oleh pentingnya disiplin kerja pegawai dalam mencapai tujuan organisasi, terutama di instansi pemerintah. Fenomena yang diamati di Dinas Pemberdayaan Masyarakat Dan Pemerintahan Desa Kabupaten Madiun menunjukkan adanya tantangan dalam disiplin kerja, meskipun sistem absensi fingerprint telah diterapkan dan punishment diberlakukan. Selain itu, gaya kepemimpinan transformasional juga diidentifikasi sebagai faktor potensial yang mempengaruhi disiplin. Penelitian ini menggunakan pendekatan kuantitatif dengan desain kausal untuk menganalisis pengaruh sistem absensi fingerprint, punishment, dan gaya kepemimpinan transformasional terhadap disiplin kerja. Populasi penelitian adalah seluruh 52 pegawai Dinas Pemberdayaan Masyarakat Dan Pemerintahan Desa Kabupaten Madiun, dengan teknik pengambilan sampel jenuh.

Data primer dikumpulkan melalui kuisisioner dan dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa sistem absensi fingerprint dan gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap disiplin kerja pegawai. Namun, punishment tidak memiliki pengaruh signifikan terhadap disiplin kerja. Temuan ini mengindikasikan bahwa efektivitas punishment di instansi tersebut perlu dievaluasi lebih lanjut, sementara teknologi absensi dan kepemimpinan yang inspiratif terbukti efektif. Disarankan agar instansi mengevaluasi dan memperkuat konsistensi serta keadilan dalam penerapan punishment. Penelitian selanjutnya dapat mempertimbangkan variabel lain yang memengaruhi disiplin kerja dan memperluas cakupan objek penelitian.

Kata Kunci: Sistem Absensi Fingerprint, Punishment, Gaya Kepemimpinan Transformasional, Disiplin Kerja.

ABSTRACT

The Effect of the Fingerprint Attendance System, Punishment, and Transformational Leadership Style towards Work Discipline among Employees at the Community Empowerment and Village Government Office of Madiun Regency.

This research is motivated by the importance of employee work discipline in achieving organizational goals, particularly in government agencies. The phenomenon observed at the Community Empowerment and Village Government Office of Madiun Regency indicates challenges in work discipline, despite the implementation of the fingerprint attendance system and the imposition of punishments. Furthermore, transformational leadership style was also identified as a potential factor influencing discipline. This study used a quantitative approach with a causal design to analyze the effect of the fingerprint attendance system, punishment, and transformational leadership style towards work discipline. The study population was all 52 employees of the Community Empowerment and Village Government Office of Madiun Regency, using a saturated sampling technique. Primary data were collected through questionnaires and analyzed using multiple linear regression. The results show that the fingerprint attendance system and transformational leadership style has a positive and significant effect towards employee work discipline. However, punishment do not have a significant effect towards work discipline. These findings indicate that the effectiveness of punishment at the agency requires further evaluation, while attendance technology and inspirational leadership have proven effective. It is recommended that the agency evaluate and strengthen the consistency and fairness of punishment implementation. Future research could consider other variables influencing work discipline and expand the scope of the research.

Keywords: Fingerprint Attendance System, Punishment, Transformational Leadership Style, Work Discipline.