

The Implementation of Fingerprint Policy to Discipline Civil Servants in the Faculty of Social and Political UIN Sunan Gunung Djati Bandung

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Abstract: The purpose of this research to cognize the knowing how much influence the communication, human resources, disposition, bureaucratic structure to implement the policy of a finger print to the discipline of the Civil Service labor at the Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung. The methodology of this research is based quantitative model analysis using statistical analysis in the form of measurement correlation coefficient and t-test. Respondents were used as a resource is worked as a lecturer and administrative status as civil servants DI Environment Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung by using a sampling technique used was stratified random sampling. The object of research is used as a place of this research was the Civil Service UIN Sunan Gunung Jati Bandung. The research proves that Fingerprint Policy Implementation influence to Discipline of civil servants in the Environment Faculty of Social and Political UIN Sunan Gunung Jati Bandung. Policy implementation fingerprint influence on communication, human resources, disposition, bureaucratic structure to implement policies finger print on the discipline of the Civil Service employee at the Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung.

Key words: Implementation, policy, fingerprint, work discipline, civil servants

INTRODUCION

Policies generally used to select and indicate the most important choice in strengthening life, both in the life of government and private organizations. Policies must be free of connotations or nuances that are the subject of a political word and is often believed to contain the meaning of the alignments due to their interests. Policy is a provision to apply and is characterized by consistent and repetitive behavior, either from its creator or observance.

The hallmark of the discipline one of them is the problem of employee attendance (attendance), it is no secret that when there are outstanding issues that civil servants say it was relaxing, just come and just missed in his behavior. The fraud absence problems is the ingrained culture of Indonesian society and this must be completed in order to enforce discipline within the government agencies.

Policies fingerprint considered would make civil servants able to distinguish between rights and obligations and the rest can be motivated due to their application of electronic attendance of civil servants could be more accountable to the work mandated but application of electronic attendance has not been

effective until now because still many employees who do not discipline the working hours or corruption of time, there are many employees who lack discipline in the works such as not following the morning parade are held every weekday, truancy/or do not show up for work without explanation, rest and return prematurely, came to the office and go home does not match the working hours. This research is departed from the problems in attendance, obedience, there are still employees who come late and go home early, there are still employees who do not follow the morning parade and there are still some people who do not understand the responsibility of their work and the statutes and the speed of the task still less.

MATERIALS AND METHODS

The methodology of this research is based quantitative model analysis using statistical analysis in the form of measurement correlation coefficient and t-test. Respondents were used as a resource worked as a lecturer and administrative staff as civil servants in Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung by using a sampling technique used was stratified random sampling. The object of research is used

as a place of this research was the Civil Service UIN Sunan Gunung Jati Bandung. The research proves that fingerprint policy implementation influence on work discipline of civil servants in the Faculty of Social and Political UIN Sunan Gunung Jati Bandung.

RESULTS AND DISCUSSION

The relationship between the variables of Fingerprint Policy Implementation (X) effect on communications, human resources, disposition, bureaucratic structure to implement policies finger print on work discipline of the Civil Service at the Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung. Based the table of interpretation classification, then $r_{xy} = 0.7250$ including higher classification which means that the Fingerprint Policy Implementation (variable X) effect on Work Discipline of Civil Servants Environment Faculty of Social and Political UIN Sunan Gunung Jati Bandung (Y).

Further to testing the hypothesis or test significance (significance) to determine the influence between variables obtained results from hypothesis testing results showed that $t_{\text{account}} = 6.848$ bigger than $t_{\text{table}} = 1.241$, so t_{count} lies in the rejection of H_0 . Accordingly proposition hypothetical filed stating Fingerprint Policy Implementation (X) effect on communications, human resources, disposition, bureaucratic structure to implement policies finger print positive and significant impact on the discipline of employees working for civil servants in the Faculty of Social Sciences Political and UIN Sunan Gunung Jati Bandung. And the magnitude of influence exerted by Fingerprint Policy Implementation on work discipline of civil servants in the Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung is determined by the value of the determination coefficient of 46.34%.

The Regulation of Government Republic of Indonesia No. 53 year 2010 on civil servants discipline is the ability to comply with its obligations and avoid prohibitions specified in legislation and regulations are which if broken will be sentenced to disciplinary. Civil servants are hereinafter abbreviated PNS is PNS Center and PNS Regions (PP No. 53. 2010). With the existence of these regulations, human resources in this case the employee plays an important role in implementing the regulation. Human resources is one important key to the success of an agency therefore discipline is necessary in order to improve employee performance. Humans discipline and have the ability to think rationally as the demands of organizations to acquire, develop and retain qualified human resources increasingly urgent in accordance with the dynamic environment that is always changing.

Changes need to get the support of top management as an important first step done not just lip service only (Bangun, 2012).

Implementation is to understand what happens after a program otherwise be valid or formulated. The Implementation of the focus regarding occurrence and activities that arise after the passing of State policy guidelines that include efforts to administer or to pose a real effect on people or events. Civil Servants is Human Resources State Apparatus in charge of providing services to the community in a professional, fair and equitable in the implementation of the duty of States, governments and development with based on fidelity, observance of the Pancasila and the Undang-undang Dasar 1945. In conducting its duties become a civil servant cannot be done easily, be required a supportive policy in order to have good performance as expected. Civil Servants (PNS) as a key element of personnel resources that the state has a role in determining the success of governance and development. in an effort to achieve national goals is necessary to the Civil Service as an element of State Apparatus, Abdi Negara, and Abdi Society of loyalty and obedience to the Pancasila, the Constitution of 1945, the State and the Government and cohesive, good mental, authoritative, efficient, effective, clean, high-grade and are aware of their responsibility to organize the task of governance and development. To foster civil servants such that among others, required their disciplinary regulations which include the main topics obligations, prohibitions and sanctions if obligations are not adhered to or prohibition is violated.

Discipline is essentially a reflection of the value of independence is understood and practiced by every individual and community in the life of a nation. To foster civil servants who have the fidelity and obedience has issued regulations on the discipline of public servants. In the Government Regulation No. 53 of 2010 has been set out clearly the obligations that must be obeyed and the prohibition that should not be violated by any civil servants. Discipline rules in addition to the obligations and prohibitions for every civil servant, also arrange the inspection, the procedure for filing and submission of disciplinary punishment as well as the procedures for filing an objection when the civil servants who were sentenced to discipline objected disciplinary punishment inflicted upon him (Widodo, 2011). Attendance system is an existing system in an agency that is used to record the attendance list of each member of the institution. Attendance system record the identity of members of the instances and the time in and out of its members. Attendance system also has the capability to provide

accurate reports to the leader or manager. Therefore, most companies either private or government employee attendance list to determine salaries to its employees.

Increasing quality of work and the performance of government agencies moving towards professionalism and support the creation of good governance, the need for unification of direction and views to government officials who may be in use as a guide or reference in carrying out the task of both managerial and operational throughout the field of tasks and organizational units Government agency integrated. Discipline is a condition that created and shaped through a series of processes and behaviors that show the values of obedience, obedience, loyalty, regularity and order.

Application of electronic attendance (finger print) has not been effective until now because still many employees who do not discipline the working hours or corruption of time. Whereas the presence of a fingerprint (finger print) employees should be motivated to come not too late and more diligent to come to the office for a fingerprint (finger print) cannot be manipulated presence. Application of fingerprint (finger print) is considered to be among the civil servants can distinguish between rights and obligations and the rest can be motivated due to their application of electronic attendance of civil servants could be more accountable to the work mandated but the application of electronic attendance ineffective until now because still many employees who do not discipline the working hours or corruption of time, there are many employees who lack discipline in the works such as not following the morning assemblies are held every weekday, truancy/or absent from work without explanation, rest and return prematurely, came to the office and the home does not match the working hours. Based on the Decree the President of the Republic of Indonesia Number 6 of 1995 concerning the Environmental Working in Government Institutions are Monday to Thursday: entrance at 07.30 and return at 16.00 breaks: 12:00 until 13:00. Friday: entered at 07.30 and return at 16.30 breaks: 11:30 until 13:00.

All public policies intended to influence or control human behavior in some way to get people to act in accordance with the rules or goals set by the government, whether with regard to policy or a variety of things such as patents and duplication rights. If the policy cannot be fulfilled, if people continue to act in an unwanted way, if they stop doing what is specified, then the policy is said to be ineffective or extreme result is zero (Leo, 2008). Accordingly a policy program to be implemented in order to have the desired impact or goal because the implementation of the policy is one of the important variables that influence the success of a policy in solving problems.

Public Policy Implementation Model George C. Edward III was quoted in the book Leo Agustino

Fundamentals of Public Policy is to instill public policy implementation model with Direct and Indirect Impact on Implementation. In the approach theorized by Edward III, there are four variables that determine the success of the implementation of a policy, namely:

- Communication
- The resource
- Disposition
- The bureaucratic structure

Variable Communications, according to George C. Edward III of communication very determine the success of the objectives of public policy implementation. The effective implementation occurs when decision makers already know what they will do. Knowledge of what they would do to run if communication goes well, so any decisions on policy and implementation rules must be transmitted (or) communicated to the appropriate personnel department.

Besides policy communicated must be precise, accurate and consistent. Communication is needed so that the decision-makers and implementor will be more consistent in implementing any policies to be applied in society. There are three indicators that will be used (or used) in measuring the success of communication variables, namely:

Transmission: Distribution of good communication will be able to produce a good implementation too. Often what happens in communication is misconception (miscommunication).

Clarity: Communications received by the policy implementers must be clear and unambiguous (not ambiguous/unambiguous).

Consistency: Commands given in the implementation of a communication must be consistent and clear (to be implemented and executed). Because if the command is given frequent changes, it can cause confusion for implementers in the field.

Variable resources is one thing that is very important and influential. According to George C. Edward III in implementing the policy. Indicators of resource consists of several elements, namely:

Staff: The main resources for policy implementation is the staff. Failure is often the case in policy implementation one of wick partially because of insufficient staff, inadequate or incompetent in their field.

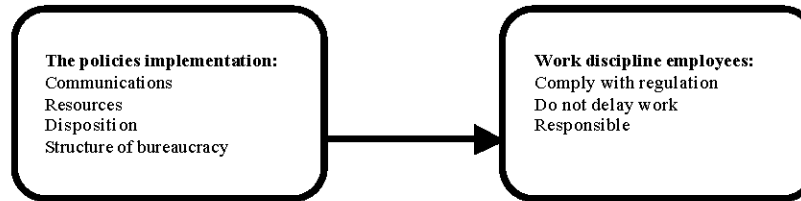


Fig. 1: Mutual trust policy

Information: In policy implementation, information has two forms, the first information related to how to implement the policy. Both information regarding compliance data from the executor of the laws and regulations that have been set.

Authority: In general, should be formal authority that commands can be executed. The authority is the authority or legitimacy for the executive in implementing policies established politically.

Amenities: Physical facilities is also an important factor in policy implementation, absence of support facilities (infrastructure), the implementation of the policy will not succeed.

Variable disposition is the attitude of the implementers is the third important factor in the approach regarding the implementation of a public policy. If the implementation of a policy to be effective, then the policy implementers must not only know what to do but also must have the ability to carry it out. The important things that need to be observed in the variable disposition, according to George C. Edward III are.

Increasing bureaucrats: Disposition or attitude of the implementers will pose real obstacles to the implementation of the policy when there is no implementing personnel policies desired by senior officials. Thus, the selection and appointment of personnel implementing the policy should be people who have a dedication to policies that have been established; more specifically on the interests of citizens.

Incentive: Edward stated that one of the techniques suggested to overcome the problem of the tendency of the executive is to manipulate.

Variable structure bureaucracy is complex policies requires the cooperation of many people, when the bureaucratic structure is not conducive to the policies that are available, then this will lead to those resources become ineffective and obstructing the course of policy. Two characteristics that can boost the performance of the bureaucratic structure/organization towards the better is:

do the standard operating procedures and implement fragmentation. SOPs are a routine that allows employees (or implementing policies/administrator/bureaucrat) to carry out activities on a daily basis in accordance with established standards. While the implementation of fragmentation is a responsibility to the spread of the activities of the activities of employees among several units.

So, the finger print attendance is a new method that has now developed a machine with the help of software to populate the data the presence of a community, group or institution that uses it.

According to Sastrohadiwiryono (2000) in the book "Workforce Management Indonesia" defines that: "Discipline of work is as a gesture of honor, respect, obey and obey the regulations in force both written and unwritten and able to run and do not swerve to accept sanctions if he violates the duties and authority given to him". Criteria to measure labor discipline abide by the rules, do not delay the work, responsibility, sincerity and their strict sanctions.

Keep in mind that that in creating a work environment that discipline must first be implanted meaning of mutual trust in working life, namely (Hartanto, 2009):

- The working environment full of mutual trust is an innovative working environment where innovation and creativity are also highly appreciated the update
- The working environment of caring
- Mutual trust will be pushed to question the existence of himself and meaning of the job it
- People who trust usually ask each other questions and to question decisions, actions and behaviors taken between them
- Mutual trust is determined by the intellect of the people who interact containing mutuality that goes equal (Fig. 1)

CONCLUSION

The research proves that the policy implementation fingerprint influence on communications,

human resources, disposition, bureaucratic structure to implement policies finger print to the discipline of employees working for civil servants in the Faculty of Social and Political Sciences UIN Sunan Gunung Jati Bandung with determination coefficient of 46, 34%.

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