

ABSTRAK

Waruwu, Berkatone 2025. Efektivitas Implementasi *FingerPrint* dalam Meningkatkan Kedisiplinan Pegawai di UPT Puskesmas Rawat Inap Kecamatan Mandrehe Kabupaten Nias Barat. Dibawah Pembimbingan Eliagus Telaumbanua, S.E.,M.M

Penelitian ini berjudul Efektivitas Implementasi Fingerprint dalam Meningkatkan Kedisiplinan Pegawai di UPT Puskesmas Rawat Inap Kecamatan Mandrehe Kabupaten Nias Barat. Tujuan dari penelitian ini adalah untuk mengetahui bagaimana sistem fingerprint diterapkan di lingkungan Puskesmas, sejauh mana sistem ini berkontribusi terhadap peningkatan kedisiplinan, kinerja, dan pelayanan pegawai, serta untuk mengidentifikasi kendala-kendala yang dihadapi selama proses implementasi. Penelitian ini menggunakan pendekatan kualitatif dengan teknik pengumpulan data melalui wawancara, observasi, dan dokumentasi. Hasil penelitian menunjukkan bahwa implementasi fingerprint telah berjalan sesuai prosedur yang ditetapkan, dan memberikan dampak positif terhadap kedisiplinan pegawai, khususnya dalam hal kehadiran dan ketepatan waktu. Sistem ini juga mendorong peningkatan tanggung jawab individu dalam melaksanakan tugas pelayanan kepada masyarakat. Namun demikian, ditemukan beberapa kendala seperti gangguan teknis pada alat fingerprint, kurangnya pemahaman teknis dari sebagian pegawai, serta keterbatasan fasilitas pendukung lainnya

Kata Kunci: fingerprint, kedisiplinan pegawai

ABSTRACT

Waruwu, Berkatone. 2025. The Effectiveness of Fingerprint Implementation in Improving Employee Discipline at the Inpatient Health Center UPT Puskesmas of Mandrehe Subdistrict, West Nias Regency. Under the supervision of Eliagus Telaumbanua, S.E., M.M

This research is titled The Effectiveness of Fingerprint Implementation in Improving Employee Discipline at the Inpatient Health Center (UPT Puskesmas) of Mandrehe Subdistrict, West Nias Regency. The aim of this study is to examine how the fingerprint system is implemented within the health center, to what extent it contributes to improving employee discipline, performance, and service delivery, and to identify the challenges encountered during its implementation. This study employs a qualitative approach with data collected through interviews, observations, and documentation. The results reveal that the fingerprint system has been implemented in accordance with established procedures and has had a positive impact on employee discipline, particularly in terms of attendance and punctuality. Furthermore, it has encouraged greater individual responsibility in carrying out public service duties. However, several challenges were identified, such as technical issues with the fingerprint device, limited technical understanding among some employees, and inadequate supporting infrastructure.

Keywords: fingerprint, employee discipline

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