

A Review of Siyasah Idariyah on the Effectiveness of Fingerprint Attendance Systems in Enhancing Civil Servant Discipline at the Kesbangpol Office of Bengkulu Province

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Abstrak

This research addresses two main issues: 1) The effectiveness of the fingerprint attendance system in improving the discipline of civil servants at Kesbangpol Bengkulu Province, and 2) The siyasah idariyah review of the effectiveness of the fingerprint attendance system. The purpose of this research is to evaluate how effective the fingerprint attendance system is in improving employee discipline and assess its effectiveness from the perspective of siyasah idariyah. The method used is qualitative with an empirical legal approach, through interviews with the Head of the Secretariat and one of the Kesbangpol employees. The results show that the fingerprint attendance policy is effective in improving employee discipline, with a decrease in the percentage of tardiness, early departure, and absenteeism from 2021 to 2023. However, some employees are still late or do not take attendance. There is no tolerance for lateness and sanctions are applied to employees who are late. Overall, employee discipline at Kesbangpol Bengkulu is good and in accordance with the principles of siyasah idariyah, which aims to achieve effective and efficient governance. This research provides empirical evidence regarding the effectiveness of the fingerprint attendance system and its relevance to the principles of siyasah idariyah.

Keywords: Siyasah Idariyah, employee discipline, finger print.

INTRODUCTION

Etymologically, siyasah syar'iyah comes from the word Syara'a which means something that is sharia or can be interpreted as sharia law or politics. Terminologically, according to Ibn 'Aqail, siyasah is any activity that practically brings people together to benefit and avoid harm.¹ Based on this understanding, siyasah contains several important meanings. First, the deliberate action or practice of siyasah for the benefit of the people indicates that siyasah is organized in the internal context of society with policy makers who have the ability to direct the audience. Second, the policies that are followed and enforced for the public are choices among several options that take into account the common good and the prevention of bad things, reflecting

¹ Wahbah Zuhaily, *Ushul Fiqh Kuliyyat Da'wah al Islami* (Jakarta: Radar Jaya Pratama, 1997), h. 89

the specialty of siyasah which is full of branches and choices. Thirdly, siyasah is an area of *ijtihad*, i.e. in public affairs for which there is no evidence from the Qur'an and Sunnah, except in the area of the Imams of Islam.²

As an area of *ijtihad*, the approach often used in siyasah is the convergence of *qiyas* and *maslahat mursalah*, making siyasah the main foundation. Siyasah syar'iyah is the belief on the basis of which Islamic law is revealed for the benefit of mankind in a just manner, even though it is not explicitly found in the Qur'an and Sunnah.³ In terms of science, siyasah shari'iyah studies the organization of society and state with laws, rules and policies made by the owners of state power in accordance with the basic principles of Islamic sharia to create benefits for society. According to the terminology of jurists, Ibnul Qayyim quoted Ibn 'Aqail in *Al Funûn*, stating that politics is an activity that brings people closer to good and prevents evil, even though it does not have a specific order or instruction.⁴ Thus, the essence of siyasah shar'iyah is the ruler's policy made to create benefits in accordance with sharia. The signs of sharia in siyasah include: a) the deaf arguments from the Quran and Hadith, b) the *maqâshid* of sharia, c) the spirit of Islamic teachings, and d) the rules of jurisprudence.⁵

Siyasah idariyah is part of sharia policy. During the time of the Prophet Muhammad, state administration was carried out directly by him, who was also the head of government and state, by appointing Zaid ibn Tsabit as secretary of state. In modern times, siyasah idariyah aims to achieve good governance, involving government powers, organs, bodies and agencies. The basic sources of siyasah idariyah are the Quran, Hadith, consensus, and *qiyas*.⁶ Technological developments make office work easier and increase productivity. One of the advanced tools is the finger print attendance machine, which helps record employee attendance with a high level of security. This system prevents manipulation and leaving attendance, unlike the previous manual system.⁷ Discipline is an effort to create value so that subjects are able to follow the rules. Employee work discipline is an orderly situation in a workplace to determine employee attendance. The government seeks to improve the efficiency and discipline of civil servants through bureaucratic reform, by implementing good governance to build a more efficient and functional state apparatus.⁸

Based on Government Regulation Number 94 of 2021, civil servant discipline is the ability to carry out duties and avoid prohibitions specified in laws and regulations. Article 4 paragraph 6 emphasizes the importance of complying with working time with clear and practical sanction. In Islamic teachings, discipline is part of responsibility for the mandate given, as explained in Q.S Al-Ashr verses 1-3 and Q.S An-Nisa verse 59. Islam teaches obedience to rules and leaders, as well as attention to the use of time and the responsibility of duty to build a better quality of life in society.⁹

² A. Djazuli, *Fiqh Siyâsah*, edisi revisi (Jakarta: Kencana Prenada Media Group, 2003), h. 28

³ A. Djazuli, *Fiqh Siyâsah...*, h. 29

⁴ Ibnul Qayyim Al Jauziyah, *Al Thuruq al hukmiah fi siyâsat al syar'iyah, tahqiq Basyir Muhammad Uyun* (Damascus: Matba'ah Dar Al Bayan, 2005), h. 26

⁵ Abu Nash Al Faraby, *As Siyâsah Al Madaniyah, tahqiq dan syarah 'Ali Bu Milham* (Beirut: Dar Maktabah Al Hilal, 1994), h. 99-100

⁶ Al-Qabthi dan Muhammad Abduh, *Ushul al-Idariyah asy-Sayariyah* (Bayt ats-Tsaqifah, cetakan I, 2003), h. 7

⁷ Firdawati, Skripsi Efektivitas penerapan absensi finger print dalam meningkatkan disiplin pegawai di kantor dinas perindustrian dan perdagangan kabupaten Gowa (Makassar: Universitas Muhammadiyah Makassar, 2021), h. 1-2

⁸ Haldun J.A. Pary, La Jaali, Efektivitas Penerapan Finger Print dalam Meningkatkan Disiplin Kerja Pegawai di Madrasah Aliyah Negeri (MAN) 1 Ambon, Volume. 16, No. 1, Mei 2022, h. 70-71

⁹ Ngaiunun Naim, *Character Building* (Jogjakarta: Ar-ruzz Media, 2012), h. 143

The results of field observations in 2021 showed that employees who were late, left early, and did not come in were 5.4% of 54 people. In 2022, employees who were late were 4.54%, left early 4.76%, and did not come in 4.8% of 49 people. In 2023, employees were 4.52% late, 4.64% early, and 4.9% absent out of 48 people.¹⁰

METHOD

The research method used is qualitative, which aims to provide insights by gathering information and facts from the field to obtain factual information about the research site from oral or written sources. Data collection techniques include observation, interviews, and documentation. Qualitative methods are employed because the research seeks to gather primary data from the research site and from designated informants, such as the office head or a representative and one of the employees at the office. Primary data sources include verbal information from relevant subjects or informants and direct information obtained through structured interviews. The informants used as primary data sources are the head of the secretariat and employees of the office.

Research findings are derived from observations and structured interviews with informants regarding the annual attendance records of civil servants, reasons for rule violations by employees, and factors affecting their discipline. Secondary data includes information received from other sources, either verbally or in writing, such as supporting documents, raw data, and records. Secondary data encompasses documents related to the research topic, such as photos, files, or recordings. Data collection is carried out through observation, interviews, and document studies. The approach used is Empirical Juridical, which uses empirical legal case studies in the form of community legal behavior.¹¹

The subject of research is law conceptualized as real behavior as an unwritten social phenomenon, which everyone experiences in the relationships of life in society. The source of empirical jurisprudence research material is not written positive law, but the results of observations at the research site. This approach was chosen to look for results and observations obtained at the research location, related to the enforcement of legal rules such as Government Regulation Number 94 of 2021.

Data analysis is a process that involves data inspection, cleaning, transformation, and modeling with the aim of finding useful information and making conclusions that support research. In this study, the data was analyzed by summing up the annual percentage of each employee absenteeism such as tardiness, early departure, and absence. The data obtained is calculated the percentage again to get the number of employees who are late, leave early, and are absent, which is then used as the basis for analyzing the effectiveness of finger print attendance in improving civil servant discipline.

RESEARCH RESULTS

The Effectiveness of Finger Print Attendance in Realizing Civil Servant Discipline at Kesbangpol Bengkulu Province

Effectiveness comes from the English word "effective" which means successful or something that is done successfully. The Popular Scientific Dictionary defines effectiveness as the use of accuracy, results, or supporting the goal. Efficiency is a key element in achieving defined goals in any organization, activity, or program. An activity is said to be effective when the goals or objectives are achieved in the prescribed manner.¹²

¹⁰ Data results, October 27, 2023, Office of Kesbangpol Bengkulu Province

¹¹ Abdulkadir Muhammad, *Hukum dan Penelitian*, Cet 1, (Bandung: PT Citra Aditya Bakti), h. 52

¹² Iga Rosalina, "Efektivitas Program Nasional Pemberdayaan Masyarakat Mandiri Perkotaan Pada Kelompok Pinjaman Bergulir Di Desa Mantren Kec Karangrejo Kabupaten Madiun", *Jurnal Efektivitas Pemberdayaan Masyarakat*, 1(1), (Februari 2012), h. 3

Effectiveness can also be defined as the achievement of goals through the effective use of resources, in terms of inputs, processes and outputs. These resources include the availability of staff, space and infrastructure. An activity is considered effective if it is done correctly and according to procedures, producing good and useful results. Therefore, an organizational activity is considered effective if it operates according to the rules or is managed according to the objectives set by the organization.¹³ According to the Big Indonesian Dictionary, effectiveness means having an effect, efficacious, can bring results, works well, and comes into effect. Effectiveness can also be defined as a state of effect, efficacy, success, and things that come into effect.¹⁴

Various experts also provide definitions of effectiveness. According to James L. Gibson, effectiveness is the achievement of goals that show the degree of effectiveness.¹⁵ Wahyudi Kumorotomo states that effectiveness is a measurement of the completion of a particular job in an organization.¹⁶ T. Yeremias Keban argues that an organization can be said to be effective if the goals or values set in the vision are achieved.¹⁷

According to Sondang P. Siagian, effectiveness is the achievement of predetermined goals in time by using certain resources allocated to carry out organizational activities.¹⁸ Sigit Soehardi states that effectiveness is a continuum that ranges from very effective to ineffective. Effectiveness is the extent to which organizational goals can be achieved.¹⁹ Nopri Ahadi states that effectiveness is doing something right. The closer an organization is to its goals, the more effective it is.²⁰ P. Robbins Stephen and Mary Coulter define effectiveness as carrying out activities that directly help the organization achieve various goals.²¹

Effectiveness in general shows the extent to which a predetermined goal is achieved, including quantity, quality, and time targets that have been achieved by management. Effectiveness also shows the expected results of an action or activity.²² Based on the opinions of the experts above, work effectiveness in this study is a measure that describes the extent to which goals can be achieved by employees based on the targets or standards set by the company, especially in the use of finger print attendance machines.²³

1. Effectiveness Measures

Measuring the effectiveness of a program or activity is not a simple matter, as it can be seen from various points of view and depends on who is evaluating and interpreting it. From a productivity perspective, efficiency means both quality and quantity of performance. Performance levels can also be measured by comparing existing plans with actual results

¹³ Iga Rosalina, *Efektivitas Program Nasional...*, h. 3

¹⁴ Depdikbud. *Kamus Besar Bahasa Indonesia*. Jakarta: Balai Pustaka, 2003.

¹⁵ James L. Gibson, *Organisasi, Perilaku, Struktur dan Proses*, Edisi ke-5. Cetakan ke-3 (Jakarta: Penerbit Erlangga, 2000), h. 4

¹⁶ Wahyudi Kumorotomo, *Etika Administrasi Negara* (Jakarta: PT. Raja Grafindo Persada, 2005), h. 362

¹⁷ T. Yeremias Keban, *Enam Dimensi Strategis Administrasi Publik, Konsep, Teori dan Isu* (Yogyakarta: Gava Media, 2004), h. 5

¹⁸ Sondang P. Siagian, *Kiat Meningkatkan Produktivitas Kerja*, Cetakan Pertama, (Jakarta: PT. Rineka Cipta, 2002), h. 151

¹⁹ Sigit Soehardi, *Perilaku Organisasi* (Yogyakarta: BPFE UST, 2003), h. 2

²⁰ Nopri Ahadi, *Pengantar Manajemen* (Jakarta: Gramedia Pustaka Utama, 2010), h. 6

²¹ P. Robbins Stephen dan Mary Coulter, *Manajemen* (Jakarta: Erlangga, 2010), h. 8

²² Nawawi, *Manajemen Sumber Daya Manusia* (Yogyakarta: Universitas Gadjah Mada, 2015), h. 76

²³ Hendra Kusuma, "Perancangan Sistem Fingerprint yang berintegrasi dengan SMS Gateway di Perguruan Panca Budi", Universitas Pembangunan Panca Budi, 2016, h. 18

achieved. If the results of the work do not match the expected goals, then it is said to be ineffective.²⁴

According to Hasibuan, there are several factors that affect work effectiveness:

- a. Work Environment: The environment in which employees work, both the physical environment such as the state of the room and facilities, as well as the non-physical environment such as relationships with other employees.
 - b. Supervision: Supervision by the company of all employees to ensure that they work in accordance with the company's wishes.
 - c. Work Discipline: The attitude of employees in complying with all rules and norms that apply in the company, including complying with all orders from superiors regarding tasks and work.
 - d. Work Motivation: A strong drive that can encourage employees to work better because of motives and expectations.
 - e. Compensation: The amount of compensation provided by the company, both financial compensation such as bonuses and salaries, and non-financial compensation such as promotions and praise.²⁵
2. Effectiveness Indicators

According to Admosoeprapto, indicators of work effectiveness include:

- a. Goal Achievement: The company's ability to achieve agency goals in the form of increased profits, quality, and quantity of services.
- b. Work Quality: Related to the quality of work provided by employees to the company.
- c. Work Quantity: The volume of work produced under normal conditions.
- d. Punctuality: Completing work on time to reduce costs incurred.
- e. Job Satisfaction: The level of pleasure a person feels in his/her role or job in the organization.²⁶

Researchers conducted research using the theory according to Admosoeprapto, which includes five indicators that can be used as a measure of work effectiveness, namely:

1. Goal Achievement

Based on the results of an interview with the Head of the Bengkulu Province Kesbangpol Secretariat, the application of finger print in improving employee discipline shows positive results. "Employees have obeyed the obligations and prohibitions that are determined. In disciplining employees with this finger print attendance, we can see employees who arrive on time, are late, and leave quickly. Employees who have been absent will continue their work according to their respective duties and functions".²⁷

2. Quality of Work

"Discipline affects the quality of work. Employees who have high work discipline will have good performance".²⁸

3. Work Quantity

"Finger print attendance is very influential on employee performance results. If they do not carry out the finger print, it is considered absent, unless there is a Task Order (SPT)".²⁹

²⁴ Iga Rosalina, *Efektivitas Program Nasional...*, h. 4

²⁵ Hasibuan, *Manajemen Sumber Daya Manusia* (Jakarta: Bumi Aksara, 2017), h. 113

²⁶ Admosoeprapto, *Produktivitas Aktualisasi Budaya Perusahaan* (Jakarta: Gramedia, 2016), h. 55

²⁷ Erwan Sulaili, Kepala Sekretariat Kesatuan Bangsa dan Politik Provinsi Bengkulu, Wawancara 3 Mei 2024

²⁸ Erwan Sulaili, Wawancara 3 Mei 2024

²⁹ Erwan Sulaili, Wawancara 3 Mei 2024

4. On Time

"There are employees who come on time because they are absent, but there are also those who are late. If you are late, there is no tolerance for even a second of delay, because there are already given times. These times begin in the morning at 06.45-07.45, afternoon at 12.00-13.00, and afternoon at 16.15-19.00."³⁰

5. Job Satisfaction

"With the finger print attendance system, the level of discipline and attendance of employees has increased. In addition, for employees' own satisfaction, finger print attendance data every month affects the Employee Income Supplement (TPP)".³¹

Based on the results of an interview with one of the Kesbangpol employees of Bengkulu Province:

1. Goal Achievement

"To improve employee discipline, with the finger print, accurate attendance results are obtained and employees who have been absent will continue their work again".³²

2. Quality of Work

"Discipline is very influential on the quality of work. This can ensure consistent and punctual attendance."³³

3. Work Quantity

"Work quantity is very influential on the use of finger print attendance and employee performance results. ".³⁴

4. On time

"Some employees come on time, while others are late. Finger print attendance is done three times a day: in the morning at 6:45am, in the afternoon at 12:00pm, and in the afternoon at 4:15pm."³⁵

5. Job Satisfaction

"Employees who arrive on time with finger print attendance can support performance and provide their own satisfaction. If you are late for attendance, in accordance with employment regulations, there is no tolerance. Sanctions for late attendance are TPP deductions, if 5 minutes late, 4% is deducted."³⁶

Based on the five indicators above, the Effectiveness of Finger Print Attendance in Realizing Civil Servant Discipline at the National and Political Unity Agency of Bengkulu Province is effective and has a positive impact on employees. This system makes employees more efficient, easy, and fast, so that employees will become disciplined in time and be responsible for their duties and functions. Indiscipline in attendance will be calculated through the recapitulation of absence data, which has an impact on cutting incentives or TPP for undisciplined employees. With this finger print system, the discipline and performance of civil servants will increase.

DISCUSSION

³⁰ Erwan Sulaili, Wawancara 3 Mei 2024

³¹ Erwan Sulaili, Wawancara 3 Mei 2024

³² Heru Kuswanto, Pegawai Kesatuan Bangsa dan Politik Provinsi Bengkulu, Wawancara 3 Mei 2024

³³ Heru Kuswanto, Wawancara 3 Mei 2024

³⁴ Heru Kuswanto, Wawancara 3 Mei 2024

³⁵ Heru Kuswanto, Wawancara 3 Mei 2024

³⁶ Heru Kuswanto, Wawancara 3 Mei 2024

Siyasah Idariyah Review of the Effectiveness of Finger Print Attendance in Realizing Discipline at Kesbangpol Bengkulu Province

Siyasah linguistically means to organize, manage, rule, lead, make policies, government, and politics. Terminologically, siyasah is to organize or lead something in a way that leads to benefit. Siyasah is the science of government to control domestic and foreign affairs, and to organize public life on the basis of justice and *istiqomah*.³⁷

The study of Fiqh Siyasah in the field of siyasah idariyah is related to the science of government. The word idariyah comes from *adara ash-shay'a yudiruhu idarah* which means to organize something. Public administration in Islamic sharia involves efforts to protect property, life, family, and honor through data collection. The field of siyasah idariyah includes the topics of management and staffing.³⁸

Siyasah Idariyah includes state administration or a series of implementation activities by two or more individuals to achieve predetermined goals. State administration in Islamic law is also defined as a leader who regulates, including obeying the rules of Siyasah Idariyah is a field that takes care of state administration, which was perfected by the caliphs after the death of the Prophet Muhammad. This system aims to realize the public interest by sticking to the rules of Islamic law. Siyasah means to organize, manage, and rule or make policies to achieve certain goals.³⁹

One of the important properties of administration is the ease of handling administrative matters. In Siyasah Idariyah, service effectiveness can be measured by the importance of the service itself. According to Rivai in Alfiah, there are five indicators of discipline:

1. Attendance

"There are still employees who are late for attendance, if they are late for attendance then they are declared absent".⁴⁰ Employees must use their allotted working time for the work to which they have been assigned and must not be used for personal or other non-work related purposes.⁴¹

2. Obedience to Work Rules

"Employees have obeyed the obligations and prohibitions specified. Employees feel that the finger print system can improve discipline and attendance rates."⁴² Islam teaches obedience except in matters of disobedience. (H.R Ibnu Umar dari Nabi SAW)

3. Adherence to Work Standards

³⁷ Wahyu Abdul Jafar, "Fiqh Siyasah Dalam Perspektif Al-Qur'an Dan Al-Hadist", *Al-Imarah: Jurnal Pemerintahan dan Politik Islam*, 3(1), 2018, h. 20

³⁸ Tiara Ike Oktaviyanti, "Tinjauan Siyasah Idariyah Terhadap Peran Lembaga Keagamaan Gedung Meneng dalam Menangani Kebutuhan Pangan (Studi Lumbung Beras Duafa Gedung Meneng Kecamatan Rajabasa)", 2023, h. 25

³⁹ Mutiara Fahmi, "Prinsip Dasar Hukum Politik Islam Dalam Perspektif Al-Quran," *Petita: Jurnal Kajian Ilmu Hukum dan Syariah*, 2, No. 1 (April 2017), h. 49

⁴⁰ Erwan Sulaili, Wawancara 3 Mei 2024

⁴¹ Syaikh Abdul Muhsin bin Hamad Al-Abad, "Bagaimana Menjadi Pegawai Yang Amanah?", <https://almanhaj.or.id/13821-bagaimana-menjadi-pegawai-yang-amanah.html> (diakses Senin, 20 Mei 2024, pukul 23.06)

⁴² Erwan Sulaili, Wawancara 3 Mei 2024

"Employees who have been absent will continue their work according to their respective duties and functions."⁴³ Employee responsibilities include maintaining trust and agreements, and not betraying trust.⁴⁴

4. Employee High Vigilance Level

"Employees do not feel disturbed by their work if attendance is done three times a day. The condition of employee attendance before the finger print is ineffective and irregular".⁴⁵ Indicators of good work are those that are done in a professional manner.⁴⁶

5. Work Ethics

"Sanctions for late attendance are considered absent and affect the TPP. Employee finger print attendance data every month for TPP reports ".⁴⁷ Working sincerely for Allah SWT is important, and good intentions will realize effective and efficient work results. (H.R Bukhari dan Muslim).

Based on the five indicators above, *Siyasah Idariyah* on the Effectiveness of Finger Print Attendance in Realizing Civil Servant Discipline at the National and Political Unity Agency of Bengkulu Province has been running well in accordance with the principles of *Siyasah Idariyah*. The goal of *Siyasah Idariyah* is to achieve good governance, and this finger print system helps improve employee discipline.

CONCLUSION

Based on the problems and research results regarding the Effectiveness of Finger Print Attendance in Realizing Civil Servant Discipline at the National and Political Unity Agency (Kesbangpol) of Bengkulu Province, it can be concluded that the use of finger print attendance has been quite effective and has a positive impact on employees at Kesbangpol Bengkulu Province. This system is able to improve time discipline and employee responsibility for their respective duties and functions. Employees who are not disciplined in attendance will experience deductions in incentives or Additional Employee Income (TPP) based on the recapitulation of monthly attendance data, especially for employees who are absent, arrive late, and leave early. With this finger print system, civil servants at Kesbangpol Bengkulu Province can continue to improve their discipline and performance.

The *Siyasah Idariyah* Review of the Effectiveness of Finger Print Attendance in Realizing Civil Servant Discipline at the Bengkulu Province National and Political Unity Agency shows that this system has been running well in accordance with the indicators of discipline and the principles of *siyasah idariyah*. The goal of *siyasah idariyah* is to achieve good governance, and the implementation of finger print attendance with strict sanctions against indiscipline, such as TPP deductions, supports this goal. The set time of attendance, which is in the morning at 06.45-07.45, afternoon at 12.00-13.00, and afternoon at 16.15-19.00, helps ensure employee punctuality. Other advantages of using finger print attendance are increasing the level of discipline and maximum employee attendance, as well as accurate attendance data that cannot be manipulated.

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⁴⁴ Anisa Rizki Febriani, "Kumpulan Hadits Tentang Tanggung Jawab Dalam Islam", Jumat, 03 November 2023, (diakses Senin, 20 Mei 2024, pukul 23.25)

⁴⁵ Erwan Sulaili, Wawancara 3 Mei 2024

⁴⁶ Hadits riwayat Aisyah r.a., HR. Thabrani, No: 891, Baihaqi, No: 334

⁴⁷ Erwan Sulaili, Wawancara 3 Mei 2024

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