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The Effect of the Implementation of Finger Print Attendance, Punishment with Discipline Rewards as an Intervening Variable on the Discipline of Employees of the Tinatapura Maternal and Child Hospital (RSIA)

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Article Info

Abstract

Employee discipline is a crucial factor in improving the quality of services in the health sector. The Tinatapura Maternal and Child Hospital (RSIA) faces challenges in maintaining employee discipline, which has a direct impact on the quality of patient service. This study aims to analyze the effect of the implementation of finger print attendance, punishment system, and reward on employee discipline at RSIA Tinatapura, with discipline as an intervening variable.

The method used in this study is Structural Equation Modeling Partial Least Squares (PLS-SEM), which is processed using SmartPLS 4 software. The research data was obtained from 160 respondents with various characteristics, such as length of work, gender, education level, and age. This study examines the relationship between finger print attendance, punishment, reward, and employee discipline.

The results showed that finger print attendance had a significant influence on rewards, while punishment had a direct effect on increasing rewards. Rewards were shown to have a significant influence on employee discipline, while the direct relationship between finger print attendance and employee discipline was not significant, which suggests that the influence was mediated by rewards.

This research provides practical implications for RSIA Tinatapura in developing policies based on modern attendance technology, as well as balanced reward and punishment policies to improve employee discipline. This policy not only improves operational efficiency, but also contributes to improving the quality of maternal and child health services in hospitals.

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Introduction

In today's era of digital transformation, hospitals are faced with the challenge of adapting to new technologies that can improve operational efficiency and service quality. One of the innovations that is increasingly being applied is the attendance system using fingerprints. The use of this technology not only serves to record employee attendance, but also has a significant impact on the overall digital transformation of the hospital(Widhiastono, 2022) [17].

In the research conducted by Yully C & Moorcy, (2023) [18] The fingerprint attendance system offers a high level of accuracy in recording employee attendance, effectively preventing fraudulent practices, speeding up the attendance recording process, helping hospitals to meet applicable legal and regulatory requirements, improving security in hospitals, because by uniquely identifying employees, hospitals can control access to certain areas, such as medicine rooms or intensive care rooms, In particular, the implementation of the fingerprint attendance system reflects the hospital's commitment to innovation and digital transformation.

Of course, the goal of this fingerprint attendance is that employee discipline at RSIA Tinatapura is very important, considering the characteristics of health services that require timeliness and consistency (Syam *et al*., 2024) [15].

Employee indiscipline can result in serious impacts, such as delays in service, decreased service quality, and can even affect patient safety (Mustofa, A. S., 2022) [9]. Therefore, it is important to conduct research that explores the influence of finger print attendance and how punishment and work culture can act as intervening variables that affect employee discipline.

High discipline not only has an impact on the operational efficiency of the hospital, but also on patient satisfaction (Primadità, 2019). Irregularities in employee attendance can lead to delays in service, which can potentially harm patients, especially in hospitals that serve mothers and children (Manarintar *et al*., 2022) [6]. Therefore, this study is very important to explore how the implementation of finger print attendance, which is a modern technology, interacts with punishment and reward in influencing employee discipline.

On the other hand, Punishment, or punishment, is one of the strategies that is often used in human resource management to improve employee discipline (Adhany *et al*., 2022) [1]. First, punishment that is applied consistently can increase employee awareness of the importance of complying with existing rules. When employees realize that violations of the attendance policy will lead to consequences, they will be more likely to maintain their discipline (Hasani *et al*., 2023) [2]. Second, punishment can also strengthen organizational norms that support discipline. When employees see that their peers who break the rules are punished, this can create a social effect that encourages compliance (Ikhwan Rahmatika Latif, 2022) [4].

Reward, or appreciation, is one of the important strategies in human resource management that can act as an intervening variable in the relationship between the implementation of finger print attendance, punishment, and employee discipline at RSIA Tinatapura. Awards given to employees who demonstrate good discipline can increase motivation and reinforce positive behaviors in the context of attendance and performance(Hendarti, 2022) [3].

First, rewards can create a more competitive and productive work environment. When employees know that there are rewards waiting for those who are disciplined, they tend to be more motivated to strive to meet those standards. This can strengthen disciplinary norms among employees, thereby creating a more constructive work culture(Tabita Nugrahani Putri, 2020) [16].

Second, rewards can also increase employees' sense of belonging and attachment to the organization. When employees feel that their efforts and discipline are valued, they are more likely to commit to the vision and mission of the hospital. This attachment is especially important in the context of healthcare, where committed employees are more likely to provide quality services to patients (Hasani *et al*., 2023) [2].

There are several reasons underlying the need for this research. First, although attendance technology such as finger printing has been widely adopted, there are still doubts about its impact on employee discipline (Puspaningrum *et al*., 2019) [11]. Research conducted by Muhajir *et al*., (2023) [8] It shows that technology can be helpful in monitoring attendance, but its effect on employee discipline behavior in hospital settings still needs further research.

Second, the implementation of punishment and reward as part of human resource management at RSIA Tinatapura is also an important focus, Punishment that is applied consistently can increase employee awareness of the importance of discipline (Prasetya *et al*., 2022) [7], while rewards can motivate employees to maintain positive behaviors (Hasani *et al*., 2023) [2]. However, how these two approaches interact with the finger print attendance system in influencing employee discipline has not been widely discussed in the literature.

Third, the work culture at RSIA Tinatapura needs to be considered as a factor that can moderate the relationship between the implementation of attendance, punishment, and reward for employee discipline. A positive work culture can strengthen the impact of the attendance system and HR management policies, thereby increasing employee discipline (Iqbal, 2022) [5]. Therefore, it is important to understand how the work culture in the hospital can contribute to the effectiveness of the attendance system and punishment and reward policies.

Although there have been many studies that discuss employee discipline, there are several research gaps that need to be filled, especially in the context of RSIA Tinatapura. First, research that comprehensively examines the effect of finger print attendance on employee discipline in health institutions is still limited. Second, there are still few studies that discuss the relationship between punishment and reward and employee discipline at RSIA. While punishment is often seen as a tool to improve discipline, understanding of how employees respond to punishment and rewards in the context of health care is still minimal. This creates a need to explore how these two approaches can be effectively integrated in disciplinary policies at the RSIA.

Third, research that relates discipline rewards as an intervening variable in the relationship between finger print attendance, punishment, and employee discipline is also still rare. Discipline rewards can serve as a factor that strengthens or weakens the influence of the attendance system and HR management policies. Therefore, it is important to investigate how the work culture at RSIA Tinatapura affects this relationship.

Fourth, previous studies tended to focus on the direct effects of finger print attendance or punishment and reward separately, without considering the interaction between the three variables. Thus, this study aims to fill this gap by conducting an in-depth analysis of the influence of the implementation of finger print attendance and the application of punishment and reward, with work culture as an intervening variable, on employee discipline at RSIA Tinatapura.

With the background that has been explained, this research is expected to make a significant contribution in understanding the dynamics of employee discipline at RSIA Tinatapura. Given the importance of discipline in providing optimal service, this study focuses on four key variables: the implementation of finger print attendance, punishment, discipline rewards, and employee discipline. By understanding the interaction between these three variables, management can formulate more effective strategies to improve employee discipline, which will ultimately have a positive impact on the quality of health services provided to the community.

The results of this study are expected to provide useful insights for the management of RSIA Tinatapura in designing

policies that support employee discipline. In addition, this research can also be a reference for further research related to human resource management in the health sector. Thus, this research is not only relevant to RSIA Tinatapura, but can also contribute to the development of HR management practices in other hospitals in Indonesia.

In general, the purpose of this study is to determine the implementation of finger print attendance, punishment with discipline rewards as an intervening variable for the discipline of employees of the Tinatapura Palu Maternal and Child Hospital (RSIA).

1. To find out the effect of the implementation of finger print attendance, on the discipline of employees of the Tinatapura Mother and Child Hospital (RSIA)
2. To find out the effect of fingerprint attendance punishment on employee discipline at RSIA Tinatapura Palu.
3. To determine the effect of the implementation of finger print attendance, with discipline rewards as an intervening variable on the discipline of employees of the Tinatapura Maternal and Child Hospital (RSIA).
4. To determine the effect of punishment with discipline rewards as an intervening variable on the discipline of employees of the Tinatapura Maternal and Child Hospital (RSIA) to find out the influence.

Literature Review

Human resource management is a strategic area of an organization. Human resource management must be seen as an extension of the traditional view of managing people effectively and for that it requires knowledge of human behavior and its managerial abilities (Sutrisno, 2009).

Human resource management is the withdrawal, selection, development, maintenance and development of human resources to achieve individual and organizational goals (Handoko, 1984). In addition, human resource management is the science and art of managing relationships, the role of the workforce so that it is effective and efficient to help realize the goals of the organization, employees and society (Hasibuan, 2009). Therefore, Umar (in Sutrisno, 2009) stated that in his duties human resource management functions as managerial, operational and positional.

Based on the above definition, it can be concluded that human resource management is the science and art of managing human resources effectively and efficiently to achieve individual and organizational goals. So, basically, one of the determinants of the success of an agency in achieving organizational goals lies in its human resources.

Literature Review

1. Attendance Indicator

Health services are one of the basic rights of the community whose provision must be organized by the government. The following are some indicators according to (Nugroho, 2009:19-21) that are comparative factors for manual and digital check attendance tools as follows:

a. Dishonesty of employees (buddy punching) / colleagues who record attendance.

The use of manual check-in attendance by using an attendance card can provide opportunities for employees who have dishonest traits to manipulate the attendance of other employees, both their co-workers manually. In contrast to fingerprint attendance, the identification process uses fingerprints that are impossible for others to use.

b. Manipulation or loss of attendance

Manipulation and loss of attendance cards can occur, because attendance cards can be exchanged between colleagues and can be lost. In contrast to the finger print attendance system that does not use cards. Everyone has a different fingerprint and can use more than 1 finger as identification.

c. The level of error or inaccuracy in attendance time recording

The level of errors and inaccuracies in recording attendance time by using a card as an attendance identification check can occur. The time printer can be set and reset manually easily, making time recording inaccurate. In contrast to time recording using finger prints is very accurate and uses a computer system.

d. Automation of reporting systems and integration with personnel information systems.

Attendance by using timekeeping cards automates the reporting system manually and there is a possibility of large errors when copying data from the attendance card. In addition, there is no integration of the personnel information system. In contrast to check-clok attendance using finger prints, automating reporting and integrating information systems can always be done because they have used an integrated system or are directly connected to a computer.

2. Punishment Indicator

The following are some indicators of the application of punishment based on its function according to opinion (Ngalim Purwanto, 2009), namely:

a. Repressive function

Punishment can prevent the recurrence of unwanted behavior in a person. If a person has ever been punished for committing one mistake or transgression, then he will try not to repeat the same mistake in the future.

b. Educational Function

The punishment that a person receives is an experience for someone that can be used as a valuable lesson. One can learn about right and wrong through the punishment that has been given to him. This makes a person aware of a rule that must be understood and obeyed, which can lead him to determine whether or not an action can be done.

c. Motivational function

Punishment can strengthen a person's motivation to avoid unwanted behavior. From the experience of punishment that a person has received, a person feels that receiving punishment is an unpleasant experience, thus a person is determined not to repeat the same mistake and finally there is an urge to behave reasonably, that is, behavior that is desired and acceptable by his group.

From the description above, it can be concluded that the application of punishment in the company for the enforcement of an employee's discipline is that it has advantages such as punishment will make corrections to the employee's mistakes, no longer make the same mistakes and feel the reward for his actions so that he will respect himself and the company's regulations.

3. Reward Indicator

Here are some of the reward indicators used by
According to Dicky Saputra (2017) in Hasani *et al*., (2023) [2]
The Reward indicators are as follows:

1. Wages

Rewards paid based on working hours, the number of goods produced or the number of services provided.

2. Salary

A form of periodic payment from a manager to his employees stated in an employment contract.

3. Incentive

Special compensation given to the company beyond its main salary to help motivate or encourage the employee.

4. Allowances

Such as pension funds, hospital treatment and vacations are not related to employee performance, but are based on seniority or attendance records.

5. Interpersonal Awards

Usually what is called interpersonal awards, the manager amounts the power to distribute interpersonal awards, such as status and recognition.

6. Promotion

Make promotional awards an effort to put the right people. Performance, when measured accurately, often gives significant consideration in the allocation of promotional awards.

4. Discipline Indicators

According to Hasibuan (2002), basically there are many indicators that affect the level of discipline of employees of an organization, including:

a. Objectives and abilities

The goals to be achieved must be clear and set ideally and challenging enough for the employee's ability.

b. Leadership Examples

Leaders must set a good example and can be a role model for employees in upholding discipline.

c. Reply

The greater the service reward, the greater the level of employee discipline and vice versa. It is difficult for employees to be disciplined well if their primary needs are not met.

d. Keadilan

Administrators must be fair in running the company. For example, the justice of leaders in equality of service rewards.

e. Inherent Supervision (Waskat)

Superiors or leaders must be active in supervising employee discipline. Bosses must always be at work to always provide guidance and motivation to employees.

f. Punishment

Increasingly severe punishment will give fear to employees in violating company regulations. The severity of the sanctions applied will affect the level of employee discipline.

g. Assertiveness

The firmness of the leadership in reprimanding and punishing every employee or employee who is not disciplined will create good discipline in the company.

h. Human Relations

The creation of harmonious human relations will create a sense of comfort and good discipline.

According to Sutrisno (2009), indicators of a good form of discipline will be reflected in the atmosphere, namely:

a. Size taste Employee Concern to the achievement of the company's goals.

b. The high enthusiasm and enthusiasm for work and the incentives of employees in doing their work.

c. The great sense of responsibility of employees to carry out their duties as well as possible.

d. The development of a sense of belonging and a high sense of solidarity among employees.

e. Increased efficiency and productivity of employees.

5. Discipline Indicators

Based on the indicators of employee discipline at work as previously explained, Singodimedjo (in Sutrisno, 2009) states that a good organization and company must strive to create rules and regulations that will be signs that must be fulfilled by all employees in the organization. The rules that will be related to the discipline and become an assessment in the enforcement of the discipline include:

a. Rules for entry, departure, and rest hours.

b. Basic rules about dressing, and behaving at work.

c. Regulations on how to do work and relate to other work units.

d. Regulations on what employees can and cannot do while in an organization or company.

From the description above, it can be concluded that the enforcement of discipline in the company is an attitude towards company regulations in the context of carrying out its work. So employee work discipline will be said to be good if employees voluntarily follow and obey the rules of their superiors and various company rules.

6. Relationship of attendance to employee discipline

According to Cahyana (Erna, 2012), it is stated that recording employee attendance is one of the important factors in human resource management (HR). In-depth and detailed information about the attendance of an employee or employees can determine discipline, work performance, salary or wages, productivity and the company's progress in general can be controlled.

7. The relationship of punishment to employee discipline

According to Hasibuan (2002), it is stated that sanctions or punishments play an important role in improving employee discipline. Increasingly severe punishment will give fear to employees in violating company regulations. The severity of the sanctions applied will also affect the level of employee discipline. Sanctions or punishments should not be too light and also not too severe so that the punishment should be reasonable enough for each level of violation, so that it is educational and motivates to enforce discipline in the company.

8. The relationship of discipline rewards to employee discipline

Research conducted Adhany et al., (2022) [1] found that the provision of appropriate rewards has a positive effect on employee discipline in the public sector. This study shows that employees who receive awards tend to have lower attendance rates and higher levels of compliance with company rules. In addition, research by Putri et al., (2021) [12] Examining the Influence of the Reward System on Employee Discipline in Private Companies. The results of the study show that rewards given based on performance and discipline can increase employee motivation, which in turn contributes to increased discipline and work productivity.

Research Methods

This research is a quantitative research that aims to collect data from the natural environment through methods such as questionnaires, tests, and structured interviews (Sugiyono, 2010).

The research was conducted at RSIA Tinatapura Palu for two months (December 2024 – January 2025).

Independent Variable (X):

▪ Fingerprint (X1): Attendance uses a fingerprint that records the employee's attendance for the application of discipline.

▪ Punishment (X2): Punishment for violating the rules at RSIA Tinatapura Palu.

Intervening Variable: Reward (reward for employee discipline).

Dependent Variable (Y): Employee discipline, which is an attitude of respect for company regulations.

● Population: All employees of RSIA Tinatapura Palu (160 people).

● Sample: Total sampling (160 people).

Data Collection Techniques

1. Observation: Direct observation of the condition of the research object (Sugiyono, 2022) [14].
2. Questionnaire: Filling out a questionnaire with the Likert scale:
   ▪ Strongly agree (5), Agree (4), Disagree (3), Disagree (2), Strongly disagree (1).
1. Validity Test: Determine whether the questionnaire is able to measure the relationship between fingerprint and punishment and discipline (Imam Ghozali, 2011).
2. Reliability Test: Measure the consistency of answers with Cronbach Alpha (a > value of 0.6 is considered reliable).
3. SEM PLS Analysis: Using Structural Equation Model based on Partial Least Square to test the relationship between variables.
   ▪ Outer Model: Measure validity (loading factor ≥ 0.7) and reliability (Cronbach Alpha > 0.7).
   ▪ Inner Model: Tests the strength of relationships between latent variables.

research results

1. The Effect of the Implementation of Finger Print Attendance, Punishment with Reward as an Intervening Variable on the Discipline of Employees of the Tinatapura Maternal and Child Hospital (RSIA)
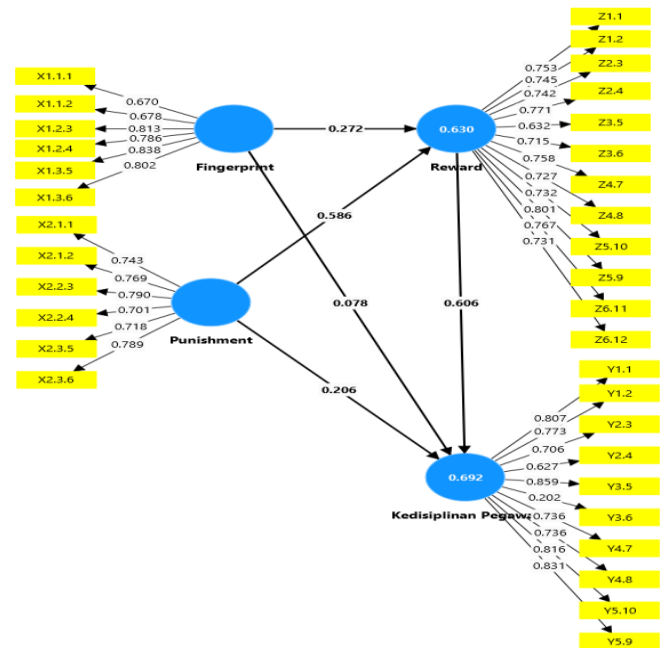

Fig 1: Initial Model Outer Loading Results

In this subchapter, the results of data analysis that have been processed using the Structural Equation Modeling Partial Least Square (SEM-PLS) method with the help of SmartPLS 4 software are presented. This method was chosen because of its ability to estimate complex structural models, handle data that does not meet the assumption of a normal multivariate distribution, and can be used on relatively small sample sizes.

● Outer Model

The outer model was analyzed through convergent validity testing (through outer loading and Average Variance Extracted/AVE) as well as reliability (through Cronbach's alpha and Composite Reliability). This test aims to ensure that the research instrument is reliable and valid in measuring research variables. The results are as follows:

Table 1: Results of Outer Loading of Initial Model

	Outer Loading	Information
X1.1.1	0.67	Valid
X1.1.2	0.678	Valid
X1.2.3	0.813	Valid
X1.2.4	0.786	Valid
X1.3.5	0.838	Valid
X1.3.6	0.802	Valid
X2.1.1	0.743	Valid
X2.1.2	0.769	Valid
X2.2.3	0.79	Valid
X2.2.4	0.701	Valid
X2.3.5	0.718	Valid
X2.3.6	0.789	Valid
Y1.1	0.807	Valid
Y1.2	0.773	Valid
Y2.3	0.706	Valid
Y2.4	0.627	Valid
Y3.5	0.859	Valid
Y3.6	0.202	Invalid
Y4.7	0.736	Valid
Y4.8	0.736	Valid
Y5.10	0.816	Valid

Y5.9	0.831	Valid
Z1.1	0.753	Valid
Z1.2	0.745	Valid
Z2.3	0.742	Valid
Z2.4	0.771	Valid
Z3.5	0.632	Valid
Z3.6	0.715	Valid
Z4.7	0.758	Valid
Z4.8	0.727	Valid
Z5.10	0.732	Valid
Z5.9	0.801	Valid

Z6.11	0.767	Valid
Z6.12	0.731	Valid

Based on the results of the outer loading analysis, all indicators have values above 0.6, so they can be considered valid to represent their respective constructs. However, there is one indicator, namely Y3.6, which has an outer loading value of 0.202. This value is well below the minimum validity threshold (0.6), so the indicator is declared invalid and must be removed from the model.
As a next step, the Y3.6 indicator will be removed from the

analysis to improve the quality and validity of the model. will be re-evaluated to ensure that all remaining indicators remain valid and adequately represent the construct. As a next step, the Y3.6 indicator will be removed from the

Once this indicator is removed, the outer loading evaluation analysis to improve the quality and validity of the model. Here are the results after the removal of the Y3.6 indicator:
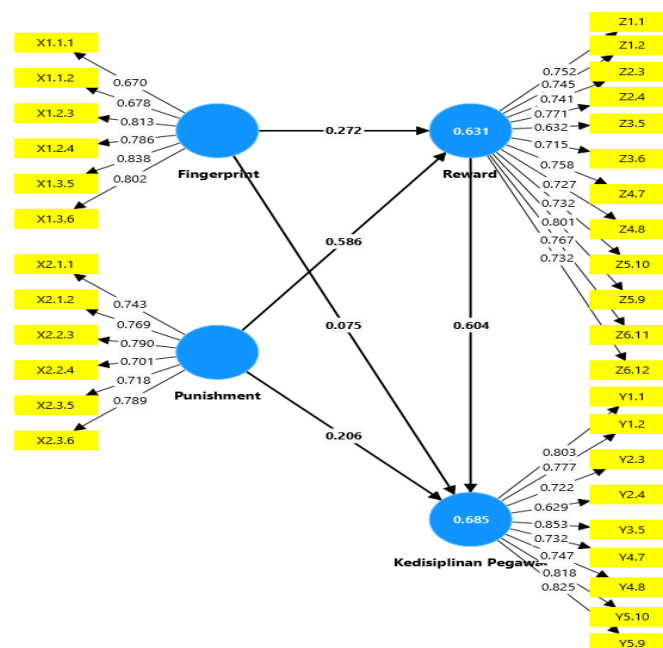

Fig 2: Final Model Outer Loading Results

Table 2: Results of Outer Loading Final Model

	Outer Loading	Information
X1.1.1	0.67	Valid
X1.1.2	0.678	Valid
X1.2.3	0.813	Valid
X1.2.4	0.786	Valid
X1.3.5	0.838	Valid
X1.3.6	0.802	Valid
X2.1.1	0.743	Valid
X2.1.2	0.769	Valid
X2.2.3	0.79	Valid
X2.2.4	0.701	Valid
X2.3.5	0.718	Valid
X2.3.6	0.789	Valid
Y1.1	0.803	Valid
Y1.2	0.777	Valid
Y2.3	0.722	Valid
Y2.4	0.629	Valid
Y3.5	0.853	Valid
Y4.7	0.732	Valid
Y4.8	0.747	Valid
Y5.9	0.825	Valid
Y5.10	0.818	Valid
Z1.1	0.752	Valid
Z1.2	0.745	Valid

Z2.3	0.741	Valid
Z2.4	0.771	Valid
Z3.5	0.632	Valid
Z3.6	0.715	Valid
Z4.7	0.758	Valid
Z4.8	0.727	Valid
Z5.9	0.801	Valid
Z5.10	0.732	Valid
Z6.11	0.767	Valid
Z6.12	0.732	Valid

Based on the results of the outer loading analysis, all indicators have values above 0.6, so they can be considered valid to represent their respective constructs

Table 3: Nilai Cronbach's Alpha, Composite Reliability, dan Average Variance Extracted (AVE)

	Cronbach's alpha	Composite reliability a	Composite reliability c	Average variance extracted (AVE)
Fingerprint	0.860	0.876	0.895	0.589
Employee Discipline	0.913	0.920	0.929	0.593
Punishment	0.846	0.848	0.887	0.566
Reward	0.925	0.928	0.936	0.548

The results of the analysis show that all constructs have Cronbach's Alpha, Composite Reliability, and Average Variance Extracted (AVE) values that meet the validity and reliability criteria. Cronbach's Alpha and Composite Reliability values on each construct are above 0.7, indicating good internal consistency. In addition, the AVE value is more than 0.5, indicating that each construct is able to explain more than 50% of the variance of the indicator. This shows that the constructs of Fingerprint, Employee Discipline, Punishment, and Reward are valid and reliable in the analyzed model.

Table 4: Fornell Lacker Criteria

	Fingerprint	Employee Discipline	Punishment	Reward
Fingerprint	0.768			
Employee Discipline	0.612	0.770		
Punishment	0.665	0.720	0.752	
Reward	0.662	0.712	0.708	0.741

Based on the results of the Fornell-Larcker Criterion analysis, the diagonal matrix (self-correlation value) shows the root of the AVE for each construct, namely Fingerprint (0.768), Employee Discipline (0.770), Punishment (0.752), and Reward (0.741). These values are greater than the correlation between constructs (off-diagonal), such as the correlation between Fingerprint and Employee Discipline (0.612) or between Employee Discipline and Reward (0.812). This indicates that each construct has a good validity discrimination, as it is able to distinguish itself from other constructs in the model. Thus, this model satisfies the validity discrimination criteria based on the Fornell-Larcker Criterion.

3. Inner Model
The inner model includes testing the relationships between latent constructs using path analysis. These results include direct and indirect influences between variables, accompanied by path coefficients, T-statistical values, and p-values to determine the significance of the relationship. Here are the results of the inner model.
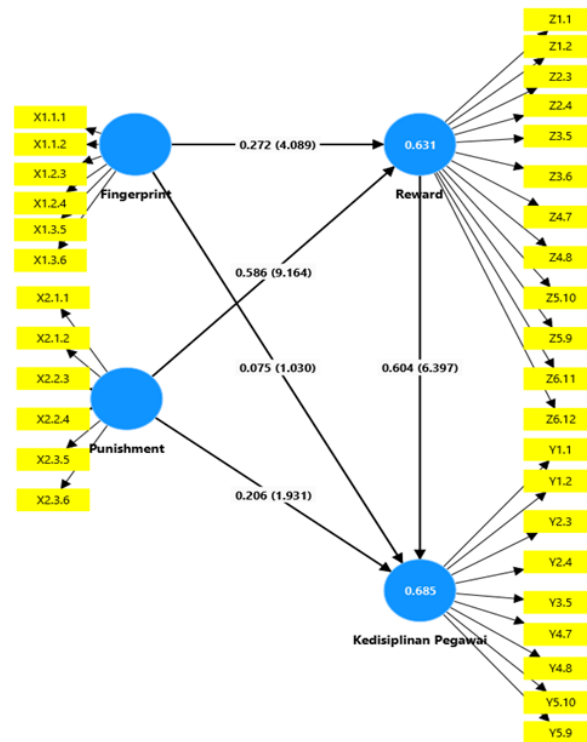
Fig 3: Inner Model

Table 5: Inner model/ Hypothesis Test Results

		Koef	T	P	Information
Influence Immediately					
H1	Fingerprint -> Reward	0.272	4.089	0.000	Signify
H2	Punishment -> Reward	0.586	9.164	0.000	Signify
H3	Reward -> Employee Discipline	0.604	6.397	0.000	Signify
H4	Fingerprint -> Employee Discipline	0.075	1.03	0.303	Insignificant
H5	Punishment -> Employee Discipline	0.206	1.931	0.054	Insignificant
Influence Indirect					
H4	Fingerprint -> Reward -> Employee Discipline	0.165	3.46	0.001	Signify
H5	Punishment -> Reward -> Employee Discipline	0.354	4.875	0.000	Signify

Direct Influence:
1. H1: Fingerprint → Reward. The results of the analysis showed that the influence of Fingerprint on Reward was significant with a coefficient value of 0.272, T-statistic 4.089, and p-value 0.000. This indicates that Fingerprint has a significant positive influence on Rewards.
2. H2: Punishment → Reward. The effect of Punishment on Reward was significant, with a coefficient value of 0.586, T-statistic 9.164, and p-value 0.000. This shows that Punishment has a strong positive influence on Reward.
3. H3: Employee Discipline → Rewards . The analysis shows that Reward has a significant effect on Employee Discipline, with a coefficient of 0.604, T-statistic 6.397, and p-value 0.000. This indicates that the increase in Rewards can significantly improve Employee Discipline.
4. H4: Fingerprint → Employee Discipline. The results of the analysis showed that the direct influence of Fingerprint on Employee Discipline was not

significant, with a coefficient value of 0.075, T-statistic 1.03, and p-value 0.303. This shows that Fingerprint does not directly affect Employee Discipline.
5. H5: Punishment → Employee Discipline. The effect of Punishment on Employee Discipline was not significant, with a coefficient value of 0.206, T-statistic 1.931, and p-value 0.054. Thus, Punishment does not have a significant direct influence on Employee Discipline.

Indirect Influence:
1. H4: Fingerprint → Reward → Employee Discipline. The analysis shows that the indirect influence of Fingerprint on Employee Discipline through Reward is significant, with a coefficient value of 0.165, T-statistic 3.46, and p-value 0.001. This indicates that Reward mediates the relationship between Fingerprint and Employee Discipline significantly.
2. H5: Punishment → Reward → Employee

Discipline. The indirect influence of Punishment on Employee Discipline through Reward is significant, with a coefficient value of 0.354, T-statistic 4.875, and p-value 0.000. This shows that Rewards significantly mediate the relationship between Punishment and Employee Discipline.

The following are the results of the R Square values of the mediator and dependent variables in this study

Table 6: Coefficient of Determination (R-Square)

	R Square
Reward	0.631
Employee Discipline	0.685

The results of R Square analysis show the ability of independent variables to explain mediator variables and dependent variables in this study.
1. Reward has an R Square value of 0.631, which means that 63.1% of the variation in the Reward variable can be explained by the independent variable in this study. The rest, at 36.9%, is explained by other factors outside the model.
2. Employee Discipline has an R Square value of 0.685, which shows that 68.5% of the variation in the Employee Discipline variable can be explained by independent variables and mediators. Meanwhile, the remaining 31.5% were influenced by other factors that were not included in the study.

This fairly high R Square value indicates that the research model has a good ability to explain the relationship between variables.

Discussion
This study aims to evaluate the effect of the implementation of finger print attendance, punishment, and reward on employee discipline, with discipline as an intervening variable. This study uses the Structural Equation Modeling Partial Least Square (SEM-PLS) approach with SmartPLS 4 software. This study was conducted on 160 respondents with various characteristics, including length of work, gender, education level, and age.
From the results of the outer model analysis, it was found that most indicators had an outer loading value above 0.6, indicating good construction validity. However, one indicator, Y3.6, has an outer loading value of 0.202, so it is removed from the model to increase validity. After removal, all remaining indicators are declared valid. In addition, reliability analysis shows that the Fingerprint, Employee Discipline, Punishment, and Reward constructs have Cronbach's Alpha and Composite Reliability values above 0.7, as well as Average Variance Extracted (AVE) values of more than 0.5, indicating good internal consistency and the construct's ability to explain the variance of its indicators.
Validity discrimination analysis using the Fornell-Larcker criterion shows that the AVE root value of each construct is higher than the correlation between other constructs, as seen in Fingerprint (0.768), Employee Discipline (0.770), Punishment (0.752), and Reward (0.741). These results confirm that each construct has good discriminatory validity.
A. The effect of the implementation of fingerprint attendance on the discipline of employees of the Tinatapura Maternal

and Child Hospital (RSIA)
The implementation of fingerprint attendance has been implemented at RSIA Tinatapura as one of the steps to improve employee discipline. This technology allows for accurate and transparent attendance recording, thus providing a real picture of employee attendance levels. However, based on the analysis of the inner model, the direct effect of fingerprint attendance on employee discipline was not significant (coefficient 0.075, T = 1.03, p = 0.303). This shows that the implementation of fingerprint attendance alone is not enough to directly improve employee discipline without the absence of other supporting factors.
These results are in line with the research of Febrianto and Cahyadi (2020) who found that the use of attendance technology is more effective when combined with a reward mechanism for employees who achieve a high level of attendance. The application of technology without the support of incentives can produce less than optimal results because employees do not feel motivated to show discipline. Therefore, the integration of fingerprint attendance with reward-based policies is essential to create a significant impact on employee discipline.
B. The effect of fingerprint attendance punishment on employee discipline at RSIA Tinatapura Palu.
Punishment is an important element in improving employee discipline in the workplace. In this study, punishment had a significant influence on the reward variable (coefficient 0.586, T = 9.164, p < 0.001) which ultimately had an impact on employee discipline. According to Hasibuan (2002), punishments given in a proportional, educational, and not excessive manner can be an effective tool to encourage employee behavior changes towards obedience to organizational rules.
The implementation of punishment functions as a deterrent to disciplinary behavior. This is also in accordance with the research of Setiawan and Putri (2021) [12], which shows that the implementation of clear policy-based punishment helps create a more organized work culture. However, the effectiveness of punishment also depends on its application which is fair and does not harm employees emotionally or professionally.
C. The effect of the implementation of finger print attendance, with discipline rewards as an intervening variable on the discipline of employees of the Tinatapura Maternal and Child Hospital (RSIA).
Rewards are an important variable in mediating the relationship between fingerprint attendance and employee discipline. The analysis showed that fingerprint attendance had a significant influence on reward (coefficient 0.272, T = 4.089, p < 0.001), while reward had a significant influence on employee discipline (coefficient 0.604, T = 6.397, p < 0.001). Thus, rewards act as a reinforcement to motivate employees to be disciplined in their work.
These results are supported by research by Adhany et al. (2022) [1], which found that rewarding employee achievement can increase motivation and reduce absenteeism. The implementation of attendance-based rewards at RSIA Tinatapura can be an effective strategy to strengthen the impact of fingerprint attendance on employee discipline. In addition, this can also encourage the creation of a more productive and quality-oriented work culture.
D. The effect of punishment with discipline rewards as an intervening variable on the discipline of employees of the Tinatapura Mother and Child Hospital (RSIA) to determine

the effect.

The effect of punishment on employee discipline becomes more significant when mediated by rewards. The results of the analysis showed that punishment had a significant direct relationship with rewards (coefficient 0.586, T = 9.164, p < 0.001) and rewards had a significant influence on employee discipline. The combination of educational punishment and appropriate rewards can create a balance in encouraging employees to behave disciplinedly.

Putri *et al.* (2021) [12] explained that performance-based rewards can increase employee motivation to comply with company rules, while punishment helps prevent disciplinary behavior. At RSIA Tinatapura, this combination can be applied to create an effective discipline management mechanism, especially in work situations that demand punctuality and high responsibility such as health services.

Overall, the results of the analysis using the Partial Least Squares (PLS) approach show that finger print and reward attendance have a significant positive influence on discipline, while punishment has a significant influence on preventing indisciplinary behavior. Discipline has proven to be an intervening variable that strengthens the relationship between management policies and service quality improvement. The implications of this study provide recommendations for the management of RSIA Tinatapura to optimize technology-based policies, rewards, and punishments to create a productive and patient service-oriented work culture. This step not only improves employee performance but also makes a great contribution in supporting quality maternal and child health services at RSIA Tinatapura.

The results of this study can provide recommendations for the management of RSIA Tinatapura to develop evidence-based policies that encourage discipline. The implementation of modern technology and reward-punishment-based management strategies not only improves internal efficiency but also contributes to improving the quality of maternal and child health services. This finding has significant implications for human resource management at RSIA Tinatapura, especially in an effort to improve employee discipline to support better quality of maternal and child health services.

Conclusion
There was no direct significant effect between fingerprint attendance and employee discipline.
1. Punishment has a significant influence on employee discipline.
2. Fingerprint attendance has a significant influence on employee discipline through rewards as an intervening variable.
3. Punishment has a significant influence on employee discipline with reward as an intervening variable.

Fingerprint attendance, punishment, and reward simultaneously have a significant influence on employee discipline.

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