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The Effect Of Face Print Attendance On Employee Performance With Supervision As A Moderation Variable At The Samosir Regency Food Security And Agriculture Office

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Abstract

The purpose of this study is to find out and analyze the effect of Face Print Attendance on Employee Performance mediated by Supervision on Employees of the Samosir Regency Food Security and Agriculture Office. This research was carried out at the Samosir Regency Food Security and Agriculture Office. The type of research is quantitative associative. The sample in this study is 64 employees of the Samosir Regency Food Security and Agriculture Office. The sampling technique in this study uses a saturated sample so that the entire population will be a sample of 64 people. The results showed that Face Print Attendance had a significant effect on Employee Performance (T-Statistic = 5,702, P-Value = 0.000) and on Supervision (T-Statistic = 4,152, P-Value = 0.000). Supervision also has a significant influence on Employee Performance (T-Statistic = 22,736, P-Value = 0.000). However, as a moderation variable, Supervision does not strengthen the relationship between Face Print Attendance and Employee Performance. In other words, an increase in Face Print Attendance can directly improve Employee Performance, but not through an increase in Supervision. This shows that the improvement in Face Print Attendance does not have an impact on Supervision, so it does not contribute further to improving the Performance of Employees of the Samosir Regency Food Security and Agriculture Service

Keywords:
Face Print Attendance; Supervision; Performance.

INTRODUCTION

A. Background

The success of an organization, including government agencies such as the Samosir Regency Food Security and Agriculture Office, is highly dependent on the performance of its employees. Optimal employee performance can be

achieved through the implementation of effective management policies and high work motivation. Management policies include various strategies, policies, and procedures designed to achieve organizational goals, (Yuningsih, 2018). Work motivation, on the other hand, is a psychological factor that drives employees to achieve higher levels of performance, (Robbins et al., 2017).

According to (Afandi, 2018) Employee performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics.

Meanwhile, according to (Mangkunegara, 2016) employee performance is the achievement of employee work results based on quality and quantity as work achievements in a certain period of time adjusted to the duties and responsibilities of a group in the organization in carrying out the main tasks and functions that are guided by norms, operational standards, procedures, criteria and measures that have been set or applied in the organization. To measure employee performance, this research refers to the theory (Afandi, 2018) as follows:

1) Quantity of work;
2) Quality of work;
3) Efficiency in carrying out tasks;
4) Work discipline;

One of the technological developments is the need for data processing tools that function to produce the information needed and make it easier for employees to access information or process data. There are many sophisticated tools that can be used in an office, one of which is in the field of employee attendance which previously still used manual attendance which tended to have many weaknesses, but now it has used electronic *attendance (biometric)* which has a high level of accuracy in an effort to improve employee discipline. In general, agencies/institutions always expect their employees to come and go home on time, so that work is not delayed. The absence of an employee will affect work productivity, so that the agency/institution cannot achieve its goals optimally.

B. Problem Formulation

1. Does Face Print Attendance affect employee performance at the Samosir Regency Food Security and Agriculture Office?
2. Does Face Print Attendance affect the supervision of the Samosir Regency Food Security and Agriculture Office?
3. Does supervision affect the performance of employees at the Samosir Regency Food Security and Agriculture Office?

4. Is supervision able to intervene in the influence of Face Print Attendance on employee performance at the Samosir Regency Food Security and Agriculture Office?

C. Research Objectives

The purpose of this study is to find out and analyze the role of supervision inintervening in the influence of Face Print Attendance on the performance of employees at the Samosir Regency Food Security and Agriculture Office.

I. Literature Review

Face *recognition* is an application that automatically recognizes or verifies a person from a digital photo, (Nurmayanti et al., 2022). The use of technology in an organization aims to integrate and process data quickly and accurately (Mahyuddin et al., 2021), so that it can help recapitulate attendance every day and easily find out violations of working hours or delays committed by employees. In addition, this electronic attendance face detection is difficult to be faked by others, so there will be no cheating by manipulating attendance. In the study (Nurmayanti et al., 2022) the indicators of Face Print Attendance are as follows:

1) Hardware
2) Database
3) Procedure
4) Organizing Personnel

This technology traces identity through the face only such as iris of the eye, retina of the eye, and so on, so that the level of security is very high because the structure of each person's face is certainly different so that this system cannot be manipulated, so that employees will not leave each other's attendance like the application of manual attendance that was applied previously. The implementation of electronic attendance has many positive impacts, one of which is in terms of attendance, with the presence of face recognition *(face recognition)* very much makes employees feel the increase in strict rules regarding work attendance. In addition to being able to motivate employee attendance, this electronic attendance also makes it easier for administrative personnel of an agency to recapitulate employee attendance data.

As a comparative material, there have been several studies conducted with

the theme of this electronic-based attendance, the first is a study conducted by (Nurmayanti et al., 2022) with the title "The Effect of Electronic Attendance *(Face Recognition)* on Employee Work Discipline at the Job Market Development Center and the Expansion of Job Opportunities in Lembang." The results of this study show that there is a positive and significant influence of electronic attendance *(face recognition)* and supervision on employee work discipline at the Job Market Development and Expansion of Job Opportunities Center in Lembang. The difference in this research is found in the location and object of the research, this research focuses on the application of electronic attendance *face recognition* in disciplining employees.

The second research was conducted (Fadila & Septiana, 2019) with the research title "The effect of the implementation of the fingerprint attendance system on employee discipline at the command headquarters of the security directorate of the Batam business agency. The results of this study show that: 1) The practical dimension of fingerprint attendance has a positive but not significant effect on employee discipline; 2) The accurate dimension of fingerprint attendance has a positive but not significant effect on employee discipline; 3) The high security dimension of fingerprint attendance has a positive and significant effect on employee discipline; 4) The hardware dimension of fingerprint attendance has a positive but not significant effect on employee discipline; 5) The practical, accurate, high-security, and fingerprint attendance hardware dimensions simultaneously have a positive and significant effect on employee discipline. The difference in this research is in the location and object of the research, this study focuses on the effectiveness of electronic attendance face recognition by using different theories and indicators in measuring the effectiveness of electronic attendance.

Supervision is a process to ensure that organizational and management goals are achieved, (Handoko, 2014). Supervision is one of the important factors for employee performance, because through supervision employees will be able to be supervised properly so that maximum employee performance can be realized. In addition, (Fahmi, 2017) stated that supervision is the process of monitoring, assessing and reporting plans for the achievement of goals that have been set for corrective action for further improvement.

According to (Handoko, 2014) the indicators of supervision are as follows:

1) Accurate
2) On time
3) Objective and comprehensive
4) Centralized at strategic monitoring points

Based on initial observations by the researcher, it can be stated that the phenomenon that occurred at the Samosir Regency Food Security and Agriculture Service The problems that arose include adequate work discipline in

some employees, the number of employees who are late to work resulting in a lack of discipline and employee performance. With the existence of a supportive Face Print Attendance, it is hoped that this can create discipline for employees and encourage them to work harder, so that the productivity expected by the company can be achieved. The purpose of this study is to analyze the effect of Face Print Attendance on employee performance through supervision as a moderating variable at the Samosir Regency Food Security and Agriculture Office. This research is expected to provide practical benefits for management in formulating a more effective and efficient Face Print Attendance policy, as well as theoretical benefits in developing new concepts in the field of human resource management, especially related to employee supervision and performance, (Yousaf et al., 2014). The results of this study are also expected to provide applicable recommendations to improve employee performance through better arrangement of Face Print Attendance and increased adequate supervision.

The concept of this research is as illustrated in the following conceptual framework drawing:

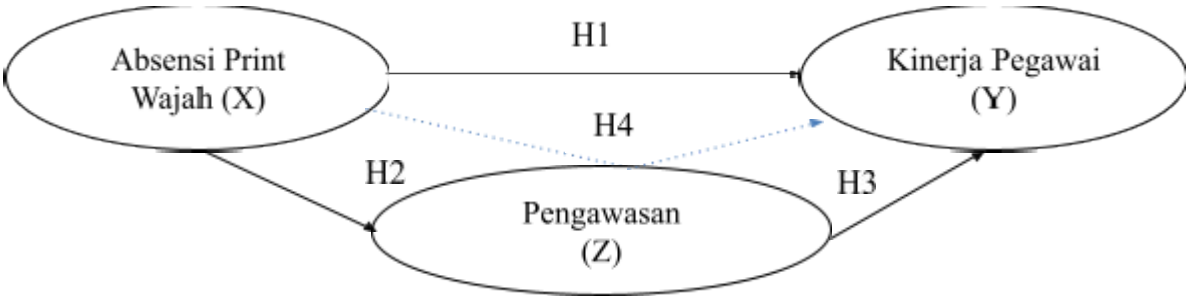

Figure 1. Conceptual Framework

RESEARCH METHODS

This type of research is a casual associative quantitative research. This research was carried out at the Samosir Regency Food Security and Agriculture Office. The time of this research was carried out from September to November 2024. According to (Sugiyono, 2018) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions. In this study, the population used was the entire number of employees at the Samosir Regency Food Security and Agriculture Office, which amounted to 64 people

The sampling technique used in this study is a saturated sample. According to (Sugiyono, 2018) Saturated sampling is a sample selection technique when all members of the population are sampled where all populations in this study are

sampled, which is a total of 64 employees

The data that will be used from this study is the data from the questionnaire results distributed to respondents consisting of all employees in all divisions. The data analysis technique used in this study is a quantitative data analysis method using *Structural Equation Modeling* (SEM) based on *Partial Least Square* (PLS) using SmartPLS 3.0 software.

Meanwhile, the feasibility test that will be used in this study is the outer model test in order to obtain *an outer loading* value that meets the requirements *of validity* and *reliability*. Testing *of the structural model (Inner model)* which includes tests the coefficient of determination (R2) to measure how far the model is able to explain the variation of the bound variables.

The Goodness fit *test* is used to determine the extent to which the observed data corresponds to the theoretical distribution assumed by the model or hypothesis (Latan & Ghozali, 2015) and the hypothesis test *(T-Statistic Test)* which consists of *the path coeficients* test to test how the direct influence of each independent variable individually on its bound variable as well as the indirect influence of the intervening variable in affect the independent variable on the bound variable.

This test is used to determine the direction of the relationship between variables (positive/negative). If the value is 0 to 1, then the direction of the relationship between the variables is declared positive. Meanwhile, if the value is 0 to -1, then the direction of the relationship between the variables is declared negative. A hypothesis is said to be accepted if the statistical t value is greater than the t of the table. According to (Latan & Ghozali, 2015) the criterion of t-value table is 1.96 with a significance level of 5%.

A. Hypothesis

H1 : Face print attendance affects employee performance at the Samosir Regency Food and Agriculture Security Office.
H2 : Face print attendance affects supervision at the Samosir Regency Food Security and Agriculture Office
H3 : Supervision affects the performance of employees at the Samosir Regency Food Security and Agriculture Service
H4 : Supervision is able to intervene in the effect of face print attendance on employee performance at the Samosir Regency Food Security and Agriculture Office.

RESULTS AND DISCUSSION

Research Results of Outer *Model Analysis*

The outer *model* testing in this study uses algorithm analysis on *SmartPLS version 3.0 software,* in order to obtain *an outer loading* value that meets *the requirements of validity and reliability.*

1) Convergent Validity *Test Results*

The convergent validity of the *measurement model* with reflexive indicators can be seen from the correlation between the score of the item/indicator and the construction score. Based on *the results for outer loading* , it shows that there is an indicator that has a loading below 0.60 and is not significant. The following is presented as the results of the outer loading value in the following table.

Table 2. ***Outer Loading***

Indicators	*Outer Loading*	Information
Face Print Attendance (X)		
APW1	0.604	Valid
APW2	0.874	Valid
APW3	0.634	Valid
APW4	0.966	Valid
Surveillance (Z)		
PENG1	0.776	Valid
PENG2	0.901	Valid
PENG3	0.858	Valid
PENG4	0.864	Valid
Performance (Y)		
KIN1	0.820	Valid
KIN2	0.753	Valid
KIN3	0.800	Valid
KIN4	0.812	Valid

Source : Output Smart PLS, 2024

Based on Table 2, it can be seen that all indicators have loading *factor* values > 0.60. According to (Latan & Ghozali, 2015) states that an indicator is declared valid if it has a *loading factor* value > 0.60. Thus, it can be stated that all indicators in this study are declared valid and can be carried out further research. The following is shown in the form of a structural model as shown in the following image:

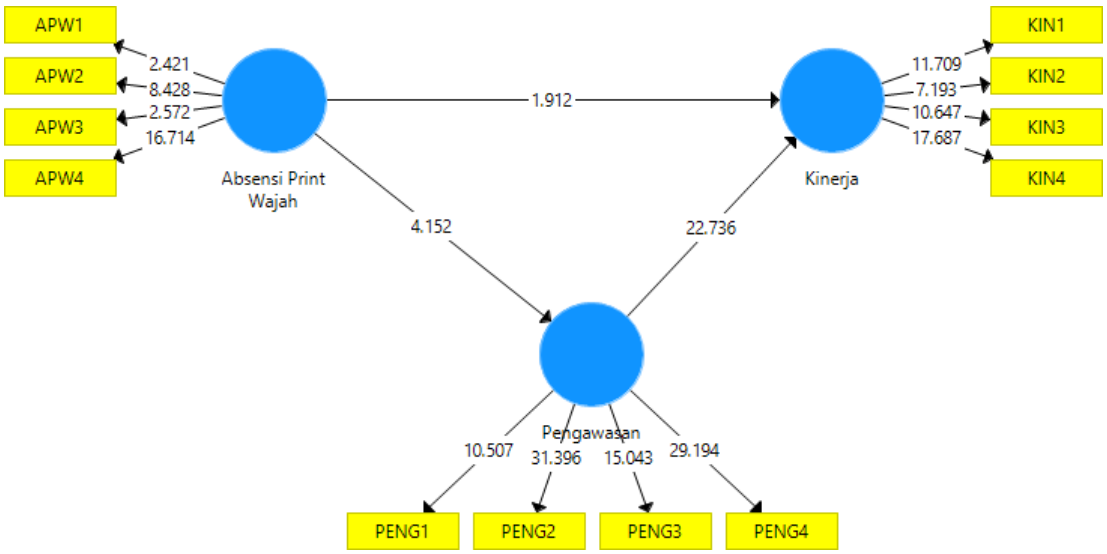

Figure 1. Outer Model Test Results

2) Discriminate Validity *Test Results*

The next test is to test the validity of discrimination, this test aims to determine whether a reflective indicator is a good measurement for its construction based on the principle that the indicator is highly correlated with its construction. The following are the results *of cross loading* from the discrimination validity test as shown in the following table.

Table 3. *Discriminant Validity*

	Print Attendance Face (X)	Performance (Y)	Surveillance (Z)
APW1	0.604	0.176	0.051
APW2	0.874	0.362	0.286
APW3	0.634	0.124	0.016
APW4	0.966	0.461	0.367
KIN1	0.352	0.820	0.634
KIN2	0.510	0.753	0.481
KIN3	0.145	0.800	0.858
KIN4	0.401	0.812	0.864
PENG1	0.091	0.704	0.776
PENG2	0.379	0.828	0.901
PENG3	0.145	0.800	0.858
PENG4	0.401	0.812	0.864

Source: Output Smart PLS, 2024

Based on table 3, it can be seen that the *cross loading value* in each indicator

and the variable is greater than the other variables and indicators, *the cross loading* variable of Face Print Attendance shows that *the cross loading* indicator variable is larger than the *cross loading* of other latent variables, *the cross loading* indicator of the employee performance variable shows that the value of *the cross loading indicator* is greater than other latent variables, the *cross loading* supervision also shows a greater *cross loading* valueindicator of its latent variable cross loading. Based on this data, it can be stated discriminatively *that* the cross loading *results* are considered valid.

3) Composite reliability *test results*

The submission then determines the reliable value with *the composite reliability* of the indicator block that measures the construct. A construction value that is said to be reliable if the indigo *composite reliability* is above 0.60. In addition to looking at *the composite reliability* value, the reliable value can be seen in the variable construct value with *the alpha cronbachs* of the indicator block that measures the construct. A construct is declared reliable if the *cronbachs alpha value* is above 0.7. The following is a table of loading values for the construct of the research variables resulting from running the Smart PLS program in the following table.

Table 4. *Construct Reliability and Validity*

	Cronbach's Alpha	Reliability Composite	Average Variance Extracted (AVE)
Face Print Attendance	0.827	0.861	0.617
Performance	0.812	0.874	0.634
Supervision	0.873	0.913	0.724

Source: Output Smart PLS, 2024

Based on Table 4, it can be explained that the AVE value in each variable tested has a value of > 0.5, which shows that all variables in this study meet the *criteria for discriminant validity*. To determine the reliability in this study, *the composite reliability* value is used. The accepted value for the reliability level is > 0.7. Based on these criteria, it can be seen that all variables in this study have a > value of 0.70 so that it can be stated that all variables tested meet the reliability of the construct.

Structural Model Evaluation (*Inner Model*)

Evaluation of the structural model (*inner model*) is carried out to ensure that the structural model built is robust and accurate. The stages of analysis carried out in the evaluation of the structural model are seen from several indicators, namely:

1) Determination Coefficient Test Results (R2)

The determination coefficient (R2) test is used to see the influence of certain independent latent variables on the dependent latent variable whether it has a

substantive influence. Based on the data processing that has been carried out using the SmartPLS 3.0 program, the *R Square value* is obtained as shown in the following table.

Table 5. R Square Results

Variable	*R Square*	*Adjusted R Square*
Performance	0.876	0.872
Supervision	0.098	0.084

Source: Output Smart PLS, 2024

Based on table 5, it is known that the *R square Adjusted value of the* Performance variable is 0.872 or 87.20%, which means that the influence of Face Print Attendance on Performance is in the high category. This means that the implementation of Face Print Attendance will increase Performance official. Meanwhile, the *R Square value* on the Performance variable is 0.876 or 87.60%, which means that the effect of Face Print Attendance on Performance is 87.60.% and the rest is influenced by other variables that have not been studied. Meanwhile, *the R Square Adjusted* value of the Supervision variable is 0.084 or 8.4% which means that Face Print Attendance affects Supervision by 8.4% or in the low category which means that the better the Face Print Attendance given, the higher the level of supervision. Furthermore, the *R square value of the* Supervision variable is 0.098 or 9.8%, which means that Face Print Attendance affects Supervision by 9.8%, while the rest is influenced by other variables that have not been studied.

2) Goodness of Fit *Test Results*

The *Goodness of Fit test is a statistical method used to evaluate how well the tested model or statistical distribution matches the observed data. The Goodness of Fit test* aims to determine the extent to which the observed data corresponds to the theoretical distribution assumed by the model or hypothesis. The *goodness of fit* model test can be seen from looking at the NFI value on the program. If the NFI value > SRMR and the closer it is to 1, then the better the model *(good fit).* Based on the data processing that has been carried out using the SmartPLS 3.0 program, the Fit Model values are obtained as follows.

Table 6. Model Fit

	Saturated Model	Estimated Model
SRMR	0.166	0.166
d_ULS	2.151	2.151
d_G	0.312	0.312
Chi-Square	191.171	191.171
NFI	0.570	0.570

Source: Output Smart PLS, 2024

Based on table 6, it can be seen that the NFI value is 0.570 > 0.166 so that it can be stated that the model in this study has sufficient *goodness of fit* and is suitable to be used to test the research hypothesis.

Hypothesis Test Results

After conducting an inner model analysis, the next thing is to evaluate the relationship between latent constructs in order to answer the hypothesis in this study. The hypothesis test in this study was carried out by looking at T-Statistics and P-Values. The hypothesis was declared accepted if the *T-Statistics value* > 1.96 and the P-Values < 0.05. The following are the results of *Path Coefficients* of direct influence between variables as shown in the following table.

Table 7. *Path Coefficients*

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Result
Face Print Attendance -> Performance	0.421	0.440	0.074	5.702	0.000	Accepted
Face Print Attendance -> Supervision	0.313	0.357	0.075	4.152	0.000	Accepted
Performance > Supervision	0.880	0.890	0.039	22.736	0.000	Accepted

Source: Output Smart PLS, 2024

Based on the data in Table 7, it can be stated that Face Print Attendance has a significant effect on the Performance of Employees of the Samosir Regency Food Security and Agriculture Office. This can be seen from the T-statistic value of 5,702 > 1.96 with a P-Value of 0.000
< 0.05. This means that if Face Print Attendance increases, employee performance will increase. This result rejects the answer to the first hypothesis in this study, namely Employee Performance has a significant effect on Employees of the Samosir Regency Food Security and Agriculture Office.

Furthermore, on the effect of Face Print Attendance on the Supervision of Employees of the Samosir Regency Food Security and Agriculture Office, data on the T-Statistical value was obtained from 4,152 > 1.96 with a P-Value of 0.000 < 0.05 so that it can be stated that Face Print Attendance has an effect on the Supervision of Employees of the Samosir Regency Food Security and Agriculture Office. This can be interpreted that the implementation of Face Print Attendance will increase supervision of employees of the Samosir Regency Food Security and Agriculture Office. These results answer the second research hypothesis. Meanwhile, in the third hypothesis, supervision affects the Performance of Employees of the Samosir Regency Food Security and Agriculture Service with a T-Statistic value of 22.736 > 1.96 with a P-Value of

0.000 < 0.005 which means that if the Performance is improved, the Performance of the Employees of the Samosir Regency Food Security and Agriculture Service will increase. To answer the fourth hypothesis, it is seen by looking at the indirect influence between variables as shown in the following table.

Table 8. ***Indirect Effect***

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Result
Face Print Attendance -> Supervision - Performance >	0.276	0.318	0.069	3.968	0.000	Accepted

Source: Output Smart PLS, 2024

Based on table 8, it can be explained that Supervision (Z) is able to intervene in the influence between Face Print Attendance (X) on Employee Performance (Y). This can be seen from the results of the T-Statistical value of 3.968 > 1.96 with a P-Value of 0.000 < 0.05. This shows that there is an indirect influence between Face Print Attendance and Employee Performance through Performance. These results provide insight into how the intermediate variable of supervision can be a moderating variable between Face Print Attendance and the Performance of Employees of the Samosir Regency Food Security and Agriculture Office, Samosir Regency Food Security and Agriculture Office.

Discussion

The findings in this study can be strengthened by referring to the findings of previous relevant studies. These findings are in line with previous research that shows that Attendance technologies, such as Fingerprint Attendance, have a strong relationship with Employee Performance (R = 0.868, R^2 = 0.749). In this study, it was found that Supervision acts as a significant mediator in the relationship between Face Print Attendance and Employee Performance (T-Statistic = 3.968, P-Value = 0.000). This means that the increase in the effectiveness of Face Print Attendance will contribute to an increase in Supervision, which in turn improves Employee Performance."

Regarding the Influence of Supervision on Employee Work Discipline from the results of the research discussed, it can be concluded that there is a significant influence between supervision of employee work discipline at PT. Sumberdharma Abadijaya, (Andriani et al., 2024).

Furthermore, the indirect influence through the Supervision variable can be confirmed by the concept of mediation, which underscores the important role of Supervision in explaining the relationship between Face Print Attendance and Employee Performance. In other words, although Supervision is not entirely effective as a moderation variable, increasing Face Print Attendance can directly improve Employee Performance through the mediation role of Supervision. This shows that improvements in the Face Print Attendance system can have a positive impact on work efficiency and supervision within the Samosir Regency Food Security and Agriculture Office."

CONCLUSION

From the results of the data analysis of the research results and the discussion described above, it can be concluded that Face Print Attendance has a significant influence on the Performance of Employees of the Samosir Regency Food and Agriculture Security Service at the Samosir Regency Food Security and Agriculture Office. This result shows that if Face Print Attendance is improved, then Employee Performance will increase. The results of the study also show that supervision has an influence on Employee Performance. If supervision is improved, the performance of employees of the Samosir Regency Food Security and Agriculture Service will increase.

On the indirect influence through the supervision variable, it was found that the supervision variable played an important role in explaining the relationship between Face Print Attendance and the Performance of Employees of the Samosir Regency Food Security and Agriculture Office. This means that the implementation of Face Print Attendance can contribute to increased supervision, which then has an impact on improving the Performance of Employees of the Samosir Regency Food Security and Agriculture Office. These findings explain the complex relationship between these variables in the context of research. Overall, this study provides insight into the importance of factors such as Face Print Attendance and Performance in influencing the Performance of Employees of the Samosir Regency Food Security and Agriculture Service at the Samosir Regency Food Security and Agriculture Office.

SUGGESTION

Based on the results of the research, discussion, and conclusions obtained, the suggestions that can be given are as follows:

a. Based on the results of the study, it is known that the variables of Face Print

Attendance, Performance, and Performance need to be maintained and improved. Therefore, the Chairman of the Samosir Regency Food Security and Agriculture Service should make an increasingly improved performance for employees. Providing a positive opinion space for employees will also improve the performance of employees.

b. In order for researchers to further develop this research by developing a research model by involving conditional variables as moderation variables in order to find out the variables that strengthen or weaken the performance of employees.

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