

## **ABSTRACT**

*PT. Singgar Mulia-Brown & Root Unit Duri-Riau is a company engaged in the service sector. PT. Singgar Mulia-Brown & Root Unit Duri-Riau carried out digital innovations in the form of attendance, which was originally done manually to digital, namely fingerprint or fingerprint attendance. Optimizing employee performance can be done by improving employee work discipline by using fingerprint attendance to control employee attendance so that it cannot be manipulated.*

*This study aims to determine the level of application of fingerprint attendance, the level of employee work discipline, and the effect of fingerprint attendance on employee work discipline at PT. Singgar Mulia-Brown & Root Unit Duri-Riau.*

*This study uses quantitative methods and a 5 Likert scale questionnaire as a means of collecting data with a sample of 256 respondents. In this study, the sampling technique used was simple random sampling. The analysis technique used in this research is descriptive analysis and simple linear regression analysis.*

*Based on the results obtained in this study, it shows that the application of fingerprint attendance is included in the very effective category with a percentage of 84.67% and employee work discipline is in the high category with a percentage of 82.29%. This shows that the application of fingerprint attendance has a positive and significant effect on the work discipline of employees of PT. Singgar Mulia-Brown & Root Unit Duri-Riau with a coefficient of determination of 0.3956% or 39.56%.*

*Companies should always pay attention to the fingerprint attendance system so that it remains optimal in carrying out the employee attendance process. The company must impose strict sanctions on employees who still violate work discipline, namely coming and returning that are not in accordance with the company's working hours.*

***Keywords: Fingerprint Time Attendance, Employee Work Discipline.***