

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis pengaruh etos kerja dan disiplin kerja terhadap kinerja pegawai dengan kompensasi finansial sebagai variabel intervening pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman. Penelitian ini adalah model *Structural Equation Modeling* (SEM) dengan alat bantu analisis SmartPLS 4.0. Populasi dan sampel penelitian ini adalah Pegawai di Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, yaitu sebanyak 69 orang. Hasil penelitian menemukan bahwa: (1) Terhadap pengaruh positif dan tidak signifikan antara etos kerja terhadap kompensasi finansial pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, (2) Terdapat pengaruh positif dan signifikan antara disiplin kerja terhadap kompensasi finansial pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, (3) Terdapat pengaruh positif dan signifikan antara etos kerja terhadap kinerja pegawai pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, (4) Terhadap pengaruh positif dan tidak signifikan antara disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, (5) Terdapat pengaruh kompensasi finansial negatif dan signifikan terhadap kinerja pegawai pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, (6) Kompensasi finansial tidak memediasi etos kerja terhadap kinerja pegawai pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman, dan (7) Kompensasi finansial memediasi disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Padang Pariaman.

Kata Kunci: Etos Kerja, Disiplin Kerja, Kompensasi Finansial, Kinerja Pegawai

ABSTRACT

This study aims to identify and attempt to analyze the effect of work ethic and work discipline on employee performance with financial compensation as an intervening variable at the Department of Agriculture and Food Security, Padang Pariaman Regency. This research is a Structural Equation Modeling (SEM) model with the SmartPLS 4.0 analysis tool. The population and sample of this study were employees at the Department of Agriculture and Food Security, Padang Pariaman Regency, namely 69 people. The results of the study found that: (1) There was a positive and insignificant effect of work ethic on financial compensation at the Padang Pariaman District Agriculture and Food Security Service at the Padang Pariaman District Agriculture and Food Security Service, (2) There was a positive and significant influence between work discipline on financial compensation at the Agriculture and Food Security Service of Padang Pariaman Regency, (3) There is a positive and significant influence between work ethic on employee performance at the Agriculture and Food Security Service of Padang Pariaman Regency, (4) There is a positive and insignificant effect between work discipline on employee performance at the Agriculture and Food Security Service of Padang Pariaman Regency, (5) There is a negative and significant effect of financial compensation on employee performance at the Agriculture and Food Security Service of Padang Pariaman Regency, (6) Financial compensation does not mediate work ethic on employee performance at the Agriculture Service and Food Security of Padang Pariaman Regency, and (7) Financial compensation mediates work discipline on employee performance at the Department of Agriculture and Food Security of Padang Pariaman Regency

Keywords: *Work Ethic, Work Discipline, Financial Compensation, Employee Performance*