

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh etos kerja dan disiplin kerja terhadap kinerja karyawan dengan komitmen organisasi sebagai variabel intervening padaperusahaan penerbit harian umum independen singgalang. Metode yang digunakan adalah *Structur Equation Modeling (SEM)* dengan *Partial Least Square (PLS) 3.0*. Dengan mengendarkan kuesioner sebanyak 79 responden. Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel etos kerja terhadap variabel komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel etos kerja terhadap variabel kinerja karyawan. Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel kinerja karyawan. Terdapat pengaruh positif yang signifikan antara variabel komitmen organisasi terhadap variabel kinerja karyawan. Terdapat pengaruh positif yang signifikan antara variabel etos kerja terhadap variabel kinerja karyawan melalui komitmen organisasi. Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel kinerja karyawan melalui komitmen organisasi.

**Kata Kunci: Etos Kerja, Disiplin Kerja, Kinerja Karyawan , Komitmen Organisasi.**

## **ABSTRACT**

*This study aims to determine how much influence work ethic and work discipline have on employee performance with organizational commitment as an intervening variable at the Singgalang general daily publishing company. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating a questionnaire as many as 79 respondents. The results of data analysis concluded that there was a significant positive effect between the variables of work ethic on the variable of organizational commitment. There is a significant positive effect between work ethic variables on organizational commitment variables. There is a significant positive effect between work ethic variables on employee performance variables. There is a significant positive effect between work discipline variables on employee performance variables. There is a significant positive effect between organizational commitment variables on employee performance variables. There is a significant positive effect between work ethic variables on employee performance variables through organizational commitment. There is a significant positive effect between work discipline variables on employee performance variables through organizational commitment.*

**Keywords:** *Work Ethic, Work Discipline, Employee Performance, Organizational Commitment.*