

ABSTRAK

Annisa Silvi Amanda, 20101155310402, Jurusan Manajemen, tahun 2020, Pengaruh Etos Kerja Dan Kompensasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Badan Kepegawaian Daerah Provinsi Sumatera Barat, dibawah bimbingan Ibu Dr. Marta Widian Sari, S.E., M.M dan Bapak Dori Mittra Candana, SE., M.M.

Berdasarkan hasil pengukuran capaian kinerja berdasarkan sasaran strategis yaitu daritiga sasaran strategis, hanya satu sasaran yang berhasil dicapai sesuai target yang ditetapkan yakni meningkatnya tata kelola organisasi dengan capaian 100%, sedangkan dua sasaran yaitu meningkatnya kualitas pengelolaan manajemen SDM aparatur dan meningkatnya kualitas pelayanan kepegawaian masing-masing capaiannya yaitu 67,39% dan 86,98%. Hal ini menandakan kinerja pegawai di lingkungan Badan Kepegawaian Daerah Provinsi Sumatera Barat belum optimal yang disinyalir disebabkan oleh Etos Kerja yang masih belum optimal, Kompensasi yang masih belum sesuai, dan Kepuasan Kerja yang masih rendah, menyebabkan kinerja pegawai tidak tercapai maksimal, ditambah kemampuan kerja yang kurang bagus, lalu faktor dukungan organisasi yang masih kurang menyebabkan kinerja pegawai menurun. Faktor psikologis yang kurang, dan semangat kerja pegawai yang masih rendah namun komitmen organisasi sudah cukup optimal.

Penelitian ini bertujuan untuk mengetahui dan berusaha menganalisis Pengaruh Etos Kerja Dan Kompensasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Badan Kepegawaian Daerah Provinsi Sumatera Barat. Metode penelitian yang penulis gunakan dalam penelitian ini adalah Kuantitatif. Penelitian ini menggunakan model *Structural Equation Modeling* (SEM) dengan alat bantu analisis SmartPLS 3.0. Populasi dan sampel penelitian ini adalah Pegawai Badan Kepegawaian Daerah Provinsi Sumatera Barat sebanyak 70 orang.

Hasil penelitian menemukan Terdapat pengaruh antara Etos Kerja terhadap Kepuasan Kerja. Tidak terdapat pengaruh antara Kompensasi terhadap Kepuasan Kerja. Tidak terdapat pengaruh antara Etos Kerja terhadap Kinerja Pegawai. Tidak terdapat pengaruh antara Kompensasi terhadap Kinerja Pegawai. Terdapat antara Kepuasan Kerja terhadap Kinerja Pegawai. Kepuasan Kerja mampu memediasi Etos Kerja terhadap Kinerja Pegawai. Kepuasan Kerja tidak mampu memediasi Kompensasi terhadap Kinerja Pegawai.

Kata Kunci: Etos Kerja, Kompensasi, Kepuasan Kerja, Kinerja Pegawai

ABSTRACT

Annisa Silvi Amanda, 20101155310402, Department of Management, 2020, The Influence of Work Ethic and Compensation on Employee Performance Through Job Satisfaction as an Intervening Variable at the Regional Civil Service Agency of West Sumatra Province, under the guidance of Mrs. Dr. Marta Widian Sari, S.E., M.M and Mr. Dori Mittra Candana, SE., M.M.

Based on the results of measuring performance achievements based on strategic targets, namely of the three strategic targets, only one target was successfully achieved according to the target set, namely improving organizational governance with an achievement of 100%, while the two targets, namely increasing the quality of HR management of the apparatus and increasing the quality of personnel services, achieved respectively 67.39% and 86.98%. This indicates that the performance of employees within the Regional Civil Service Agency of West Sumatra Province is not yet optimal, which is allegedly caused by Work Ethic that is still not optimal, compensation that is still not appropriate, and Job Satisfaction that is still low, causing employee performance not to be achieved optimally, plus work abilities that are not good enough, then organizational support factors that are still lacking cause employee performance to decline. Psychological factors are lacking, and employee morale is still low but organizational commitment is quite optimal.

This research aims to determine and attempt to analyze the influence of work ethic and compensation on employee performance through job satisfaction as an intervening variable at the Regional Civil Service Agency of West Sumatra Province. The research method that the author uses in this research is quantitative. This research uses the Structural Equation Modeling (SEM) model with the SmartPLS 3.0 analysis tool. The population and sample for this study were 70 employees of the Regional Civil Service Agency of West Sumatra Province.

The research results found that there is an influence between work ethic and job satisfaction. There is no influence between Compensation and Job Satisfaction. There is no influence between Work Ethic and Employee Performance. There is no influence between Compensation and Employee Performance. There is a relationship between Job Satisfaction and Employee Performance. Job Satisfaction is able to mediate Work Ethic on Employee Performance. Job Satisfaction is unable to mediate Compensation on Employee Performance.

Keywords: Work Ethic, Compensation, Job Satisfaction, Employee Performance