

ABSTRAK

Penelitian ini bertujuan untuk melihat sejauh mana pengaruh *Servant Leadership* dan *Employee Empowerment* terhadap Kinerja Pegawai melalui Kompensasi sebagai Variabel Intervening pada Kantor Imigrasi Kelas I TPI Padang. Fenomena yang diamati menunjukkan bahwa kinerja pegawai di kantor imigrasi tersebut belum mencapai target yang telah ditentukan sehingga mengakibatkan kinerja pegawai nya masih belum tercapai secara optimal. Populasi dalam penelitian ini adalah seluruh pegawai yang ada di kantor Imigrasi Kelas I TPI Padang yaitu sebanyak 75 orang. Teknik pemilihan sampel menggunakan teknik Sampling Jenuh yaitu teknik pemilihan sampel dimana semua anggota populasi dijadikan sampel. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada Pegawai sebagai responden dengan menggunakan pendekatan kuantitatif. Teknik analisa data yang digunakan adalah Analisis *structural Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0.

Berdasarkan pengujian hipotesis yang telah dilakukan disimpulkan bahwa terdapat pengaruh negatif dan tidak signifikan antara *Servant Leadership* terhadap Kompensasi. Terdapat pengaruh positif dan signifikan antara *Employee Empowerment* terhadap Kompensasi. Terdapat pengaruh positif dan tidak signifikan antara *Servant Leadership* terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan antara *Employee Empowerment* terhadap Kinerja Pegawai. Terdapat pengaruh negatif dan signifikan antara Kompensasi terhadap Kinerja Pegawai. Terdapat pengaruh positif dan tidak signifikan antara *Servant Leadership* terhadap Kinerja Pegawai melalui Kompensasi sebagai variabel Intervening. Terdapat pengaruh negatif dan signifikan antara *Employee Empowerment* terhadap Kinerja Pegawai melalui Kompensasi sebagai variabel Intervening.

Kata Kunci: *Servant Leadership*, *Employee Empowerment*, Kompensasi dan Kinerja Pegawai

ABSTRACT

This study aims to see the extent of the influence of Servant Leadership, and Employee Empowerment on Employee Performance through Compensation as an Intervening Variable at the Class I TPI Padang Immigration Office. The observed phenomenon shows that employee performance at the immigration office has not reached the predetermined target, resulting in employee performance still not being achieved optimally. The population in this study were all employees at the Class I TPI Padang Immigration Office, which was 75 people. The sample selection technique used the Saturated Sampling technique, namely a sample selection technique where all members of the population were sampled. The data collection method was through surveys and distributing questionnaires to employees as respondents using a quantitative approach. The data analysis technique used was Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS) 3.0.

Based on the hypothesis testing that has been done, it is concluded that there is a negative and insignificant influence between Servant Leadership on Compensation. There is a positive and significant influence between Employee Empowerment on Compensation. There is a positive and insignificant influence between Servant Leadership on Employee Performance. There is a positive and significant influence between Employee Empowerment on Employee Performance. There is a negative and significant influence between Compensation on Employee Performance. There is a positive and insignificant influence between Servant Leadership on Employee Performance through Compensation as an Intervening variable. There is a negative and significant influence between Employee Empowerment on Employee Performance through Compensation as an Intervening variable.

Keywords: Servant Leadership, Employee Empowerment, Compensation and Employee Performance