

## ABSTRAK

Fadillatul hasana NO.BP 16101155310253. Manajemen fakultas ekonomi dan bisnis (2020), Pengaruh Etos Kerja dan Kompensasi Terhadap Kinerja Aparat Kepolisian Melalui Kepuasan Kerja Sebagai Variabel Intervening pada Polda Sumatera Barat, dibawah bimbingan, Ibu **Dr. Ir Zefri Yenni, MM** dan Ibu **Rindy Citra Dewi, SE,MM**.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Etos Kerja dan Kompensasi Terhadap Kinerja Aparat Kepolisian Melalui Kepuasan Kerja Sebagai Variabel Intervening pada Polda Sumatera Barat. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, analisis korelasi, analisis linier berganda, untuk uji hipotesis digunakan uji t dan uji f. Sampel perusahaan ini berjumlah 84 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji keofisien (uji R) diperoleh : (a) etos kerja berpengaruh signifikan terhadap kepuasan kerja. (b) kompensasi berpengaruh signifikan terhadap kepuasan kerja. (c) etos kerja berpengaruh signifikan terhadap kinerja aparat kepolisian. (d) kompensasi berpengaruh signifikan terhadap kinerja aparat kepolisian. (e) kepuasan kerja berpengaruh signifikan terhadap kinerja aparat kepolisian. Kemudian hasil uji keofisien determinasi *Adjusted R Square* sebesar 0,617 atau 61,7%. Hal ini menunjukkan bahwa persentase kontribusi dari variabel independen terhadap variabel dependen sebesar 0,617 atau 61,7% sedangkan sisanya sebesar 0,383 atau 38,3% dipengaruhi oleh variabel di luar penelitian

**Kata kunci : Etos kerja, kompensasi, kepuasan kerja, kinerja aparat kepolisian**

### **ABSTRACT**

*Fadillatul hasana, NO.BP 16101155310253. Management of the economics and business faculties (2020), The Effect of Work Ethics and Compensation on the Performance of Police Officers Through Job Satisfaction as Intervening Variables in the West Sumatra Regional Police, under the guidance of Dr. Ir Zefri Yenni, MM and Mrs. Rindy Citra Dewi, SE, MM.*

*This study aims to determine how much influence the Work Ethic and Compensation on the Performance of Police Officers Through Job Satisfaction as an Intervening Variable in the West Sumatra Regional Police. Data collection methods through surveys and questionnaires. The analytical method used is the validity and reliability test, correlation analysis, multiple linear analysis, to test the hypothesis used the t test and f test. The sample of this company amounted to 84 respondents.*

*Based on research obtained based on efficiency test (R test) obtained: (a) work ethic has a significant effect on job satisfaction. (b) compensation has a significant effect on job satisfaction. (c) the work ethic has a significant effect on the performance of the police. (d) compensation has a significant effect on the performance of the police. (e) job satisfaction has a significant effect on the performance of the police. Then the test results for the determination of Adjusted R Square determination are 0.617 or 61.7%. This shows that the percentage of contribution of the independent variable to the dependent variable is 0.617 or 61.7% while the rest of 0.383 or 38.3% is influenced by variables outside the study.*

**Keywords: Work ethic, compensation, job satisfaction, police force performance**