

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh disiplin kerja dan etika kerja terhadap kinerja karyawan dengan locus of control sebagai variabel intervening pada kantor kecamatan (camat dan kenagarian) di Lunang. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 36 responden. Teknik pengambilan sampel yaitu menggunakan *probability sampling* dengan model *stratified random sampling*. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS for windows versi 26.0.

Berdasarkan hasil penelitian menunjukkan bahwa 1). Didapatkan pengaruh positif dan signifikan antara disiplin kerja terhadap locus of control. 2). Didapatkan pengaruh positif dan signifikan antara etika kerja terhadap locus of control. 3). Didapatkan pengaruh positif dan signifikan antara disiplin kerja terhadap Kinerja Karyawan. 4). Didapatkan pengaruh positif dan signifikan antara etika kerja terhadap Kinerja Karyawan. 5). Didapatkan pengaruh positif dan signifikan antara locus of control terhadap Kinerja Karyawan. 6). locus of control mampu memediasi disiplin kerja terhadap Kinerja Karyawan. 7). locus of control tidak memediasi etika kerja terhadap Kinerja Karyawan.

Kata kunci: Disiplin Kerja, Etika kerja, locus of control, Kinerja karyawan.

ABSTRACT

This study aims to examine how much influence work discipline and work ethics have on employee performance with locus of control as an intervening variable at the sub-district office (camat and kenagarian) in Lunang. Methods of data collection through surveys and distributing questionnaires, with a sample of 36 respondents. The sampling technique used is probability sampling with a stratified random sampling model. The analysis method used is multiple linear regression analysis and path analysis using SPSS for Windows version 26.0.

Based on the research results indicate that 1). Obtained a positive and significant influence between work discipline on locus of control. 2). There is a positive and significant influence between work ethics on locus of control. 3). Obtained a positive and significant influence between work discipline on employee performance. 4). There is a positive and significant influence between work ethics on employee performance. 5). Obtained a positive and significant influence between locus of control on Employee Performance. 6). locus of control is able to mediate work discipline on employee performance. 7). locus of control does not mediate work ethics on employee performance.

Keywords: Work Discipline, Work Ethics, Locus of Control, Employee Performance.