

ABSTRACT

Rina Hanifa, 17101155310752, 2017 majoring in management, *The effect of good corporate governance and work professionalism on employee performance with work motivation as an intervenig variable, under the guidance of Ms. Fitri Yeni, S.E., M.M and Mr. M. Afuan, S.E., M.M.*

This study aims to determine how much influence good corporate governance and work professionalism have on employee performance with work motivation as an intervenig variable for employees of PT Indah Cargo Bukittinggi. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 31 respondents.

The results of data analysis concluded, there was a significant positive effect between the variables of good corporate governance on the variable of work motivation. There is a positive and insignificant effect between the work professionalism variable on the work motivation variable. There is a positive insignificant effect between the variables of good corporate governance on employee performance variables. There is a positive and insignificant effect between work professionalism variables on employee performance variables. There is a significant positive effect between work motivation variables on employee performance variables. There is a significant positive effect between the variables of good corporate governance on employee performance through work motivation. There is a significant positive effect between the variables of work professionalism on employee performance through work motivation.

Keywords: Good Corporate Governance, Professionalism, Employee Performance, Work Motivation.

ABSTRAK

Rina Hanifa, 17101155310752, jurusan manajemen tahun 2017, Pengaruh *good corporate governance* dan profesionalisme kerja terhadap kinerja karyawan dengan motivasi kerja sebagai variabel intervenig, dibawah bimbingan Ibuk Fitri Yeni, S.E., M.M dan Bapak M.Afuan, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *good corporate governance* dan profesionalisme kerja terhadap kinerja karyawan dengan motivasi kerja sebagai variabel intervenig pada karyawan PT Indah Cargo Bukittinggi. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 31 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel *good corporate governance* terhadap variabel motivasi kerja. Terdapat pengaruh positif dan tidak signifikan antara variabel profesionalisme kerja terhadap variabel motivasi kerja. Terdapat pengaruh positif yang tidak signifikan antara variabel *good corporate governance* terhadap variabel kinerja karyawan. Terdapat pengaruh positif yang tidak signifikan antara variabel profesionalisme kerja terhadap variabel kinerja karyawan. Terdapat pengaruh positif yang signifikan antara variabel motivasi kerja terhadap variabel kinerja karyawan. Terdapat pengaruh positif yang signifikan antara variabel *good corporate governance* terhadap kinerja karyawan melalui motivasi kerja. Terdapat pengaruh positif yang signifikan antara variabel profesionalisme kerja terhadap kinerja karyawan melalui motivasi kerja.

Kata Kunci : *Good Corporate Governance*, Profesionalisme, Kinerja Karyawan, Motivasi Kerja.