

ABSTRAK

Pengaruh Kepuasan Kerja terhadap Kinerja yang Dimediasi oleh Integritas Pegawai pada Kantor Imigrasi Kelas I Yogyakarta

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja terhadap integritas pegawai, pengaruh kepuasan kerja terhadap kinerja pegawai, pengaruh integritas terhadap kinerja pegawai, dan pengaruh kepuasan kerja terhadap kinerja yang di mediasi oleh integritas pegawai pada Kantor Imigrasi Kelas I Yogyakarta.

Penelitian ini adalah penelitian kuantitatif dengan desain penelitian adalah kausal komparatif. Populasi dalam penelitian ini adalah seluruh Pegawai Negeri Sipil Kantor Imigrasi Kelas I Yogyakarta berjumlah 73 (tujuh puluh tiga) orang dengan pengambilan sampel menggunakan metode sensus. Penelitian ini menggunakan instrumen penelitian berupa kuesioner. Ada tiga variabel penelitian yaitu Kepuasan Kerja, Integritas, dan Kinerja. Teknik analisis data menggunakan *Partial Least Square* (PLS).

Hasil penelitian menunjukkan bahwa terdapat pengaruh kepuasan kerja terhadap integritas pegawai. Hasil penelitian menunjukkan juga bahwa terdapat pengaruh kepuasan kerja terhadap kinerja, dan terdapat pengaruh integritas terhadap kinerja pegawai Kantor Imigrasi Kelas I Yogyakarta. Variabel integritas merupakan mediator parsial dalam pengaruh kepuasan kerja terhadap kinerja pegawai Kantor Imigrasi Kelas I Yogyakarta. Ini berarti bahwa tanpa adanya integritas, kepuasan kerja juga menunjukkan pengaruh signifikan terhadap kinerja. Namun demikian, variabel integritas mampu meningkatkan pengaruh kepuasan kerja terhadap kinerja.

Kata-kata Kunci : Kepuasan Kerja, Kinerja, Integritas

ABSTRACT

The Effect of Job Satisfaction on Performance Moderated by Integrity of Officer at the Immigration Office Class I Yogyakarta

This study aimed to determine the effect of job satisfaction on integrity, the effect of job satisfaction on the performance of employees, the effect of integrity on employee performance, and the effect of job satisfaction on performance in mediation by the integrity of the employees at the Immigration Office Class I Yogyakarta.

This study were quantitative research using causal comparative research design. The population in this study were all Civil Servants Immigration Office Class I Yogyakarta totaling 73 (seventy three) employees using census sampling method. This study used a questionnaire research instruments. There were three variables, namely Job Satisfaction, Integrity, and Performance. Data were analyzed using Partial Least Square (PLS).

The results of study showed that there were a significant effect of job satisfaction on integrity, a significant effect of job satisfaction on the performance of employees, and a significant effect of integrity on employee performance of the employees at the Immigration Office Class I Yogyakarta. Integrity is a partial mediator variable in the effect of job satisfaction on performance of employee in Immigration Office Class I Yogyakarta. It meant that without integrity, job satisfaction also showed a significant effect on performance. However, the integrity was able to increase the effect of job satisfaction on performance.

Keywords: Job Satisfaction, Performance, Integrity