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The Role of Work Ethics, Work Motivation, Job Satisfaction and Compensation on Police Performance in the Digital Era

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Abstract

The purpose of this study was to analyze the relationship between work ethics and police performance, the relationship between work motivation and police performance, the relationship between job satisfaction and police performance, the relationship between compensation and police performance, and to analyze the relationship between compensation and police performance. This study uses a quantitative method by distributing online questionnaires through social media. Respondents in this study were senior police officers who were determined by simple random sampling method with a total of 343 police officers. Data analysis in this study used structural equation modeling (SEM) with SmartPLS 3.0 software as a data processing tool. The questionnaire was designed using a Likert scale of 1 to 5. The stages of data testing were validation test, reliability test and hypothesis testing. The results of this study indicate that the work ethics variable has a positive and significant effect on police performance, the work motivation variable has a positive and significant effect on police performance, job satisfaction has a positive and significant effect on police performance, the compensation variable has a positive and significant effect on police performance.

Keywords: Work Ethics, Work Motivation, Job Satisfaction, Compensation, Police Performance, Digital Era

Introduction

According to [Asbari et al. \(2020\)](#) the success of a government agency cannot be separated from the increase in superior and quality human resources that must always be managed and emphasized by the agency in order to achieve the expected performance. Achievement of human resource management goals shows how an agency should implement, acquire, develop, foster, evaluate, and prosper employees. According to [Komari et al. \(2013\)](#) the role and function of human resources cannot be replaced by other resources because human resources are a very vital organizational asset and are very much needed by the company therefore in achieving its goals an organization requires human resources to work well in order to achieve its goals. company. According to [Geld et al. \(2016\)](#) in order for this system to work, of course in its management it must pay attention to several important aspects such as work ethic, work passion, work discipline and other aspects.



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According to [Berliana et al. \(2018\)](#); [Christian et al. \(2006\)](#) human resources must be managed properly. Organizational management is basically a human management process. All organizations, regardless of their type, size, function or purpose, need good human resources. Compared to the other elements, humans are the most dynamic and complex elements. Often the efficiency of an organization's implementation depends on the management and utilization of its people. That is why every manager or leader must be able to work effectively with humans and must be able to solve various problems related to the management of human resources. According to [Christen et al. \(2006\)](#); [Gelard et al. \(2016\)](#) the management of human resources in this organization is known as human resource management. The performance of human resources is greatly influenced by the work ethic. Work ethic is defined as a fundamental attitude towards self and life in the world. Motivation also affects the performance of police officers. According to [Asbari et al. \(2020\)](#); [Komari et al. \(2013\)](#) motivation is an influential factor in the performance of police officers. Therefore, efforts to improve organizational performance are inseparable from interventions on motivation which are very important and recommended. Job satisfaction also affects the performance of police officers. Job satisfaction is a pleasant or unpleasant emotional state felt by police officers. Job satisfaction reflects one's feelings towards work.

According to [Kurniasih et al. \(2022\)](#); [Kurniasih et al. \(2022\)](#) the success of a company can be achieved by improving employee performance. The success of the company depends on the behavior of employees to be able to achieve goals effectively and efficiently. An organization must treat employees humanely, namely by providing jobs that can enhance their dignity, provide the necessary facilities, meet expectations, provide motivation, provide opportunities to grow and develop and provide health and safety guarantees. This condition is absolutely necessary if employees feel their needs and expectations are fulfilled, of course they will be more loyal in devoting themselves fully to the goals and objectives of the company or organization by themselves, this will increase morale so that they are motivated to work well. According to [Berliana et al. \(2018\)](#); [Christian et al. \(2006\)](#) employee performance is the result of work that can be achieved by a group of people in an organization with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, not breaking the law, and in accordance with morals and ethics.

Police officers with low motivation and satisfaction will give negative values both to individual police officers and to the organization. Employees with low motivation and satisfaction will certainly make a low contribution to the company. With a low contribution, the organization will have very small outcomes, and with very small outcomes, the organization will not be able to fulfill the wishes and expectations of proper remuneration for members of the police. According to [Asbari et al. \(2020\)](#); [Komari et al. \(2013\)](#) compensation can guarantee the satisfaction of police officers. The organization obtains, maintains, and employs a number of people who have positive attitudes and behaviors to work productively for the benefit of the organization by providing adequate compensation. Therefore, the effect on motivation is very small, if it is only related to daily routine work, which is usually done and continues to be done even though there is no incentive (reward). Compensation is effective if it can motivate employees and increase work productivity. [Berliana et al. \(2018\)](#); [Christian et al. \(2006\)](#) compensation is given based on seniority or hours worked. A person works to give his time and energy to the organization and as a contra achievement, the organization provides rewards or compensation whose forms can vary greatly. The system used by the organization in providing these rewards can affect work motivation. Based on the results of the preliminary study, it is known that the results regarding work ethic, work motivation, job satisfaction, and compensation and police performance are still not optimal. work ethic, work motivation, and compensation still need to be improved because there is still a moderate category



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percentage. The hope is that at least work ethic, work motivation, job satisfaction, and compensation reach a high category of 100%. Work ethic, work motivation, job satisfaction, and compensation affect performance. To prove the effect it is necessary to do research

Literature Review and Hypothesis Development

Performance

According to [Luna et al. \(2004\)](#); [Liu et al. \(2011\)](#) performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in the context of efforts to achieve the goals of the organization concerned legally, not violating moral and ethical standards. Employee performance is the embodiment or appearance of employees in carrying out work. The gait of employees in achieving the company's goals is said to be performance. Factors that affect employee performance are: a. Ability factor, in general this ability is divided into two, namely potential ability (IQ) and reality ability (knowledge and skill). b. Motivational factors, motivation is formed from the attitude of employees in dealing with work situations. According to [Pallawagau \(2021\)](#); [Primary \(2022\)](#); [Purwanto et al. \(2022\)](#) employee performance is the result of work that can be achieved by a group of people in an organization with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, not violating the law, and in accordance with morals and ethics. Performance in the sense of work performance is something that is done or a product or service that is produced or provided by a person or group of people. According to [Luna et al. \(2004\)](#); [Liu et al. \(2011\)](#) performance in the sense of work achievement is a process of measuring and assessing a person's level of success in activities and results that can be achieved or shown by someone in carrying out work tasks. It can also be said that employee performance is a manifestation or appearance of employees in carrying out work. According to [Pallawagau \(2021\)](#); [Primary \(2022\)](#) Employees can be said to perform well at work, when they can carry out their work well, meaning that they achieve targets or work standards that have been previously set or can exceed predetermined standards. Employee performance is influenced by several factors, including motivation, working environment conditions, relationships with colleagues, skills and past experience. According to [Rivaldo \(2021\)](#); [Rosalia \(2020\)](#) every company always wants to be able to achieve maximum goals, these goals can be achieved if the performance of its employees is good. For this reason, the company tries to provide motivation or encouragement to employees to have good performance by providing awards, opportunities for achievement, more meaningful work, job security, and company policies. According to [Geld et al. \(2016\)](#); [Kurniasih et al. \(2022\)](#) performance is the result of a process that refers to and is measured over a certain period based on predetermined conditions or agreements. Performance is a person's success in carrying out a job he is carrying out. Performance is what a person can do in accordance with their duties and functions. From the existing limitations it can be formulated that performance is the result of work that can be displayed or the work performance of an employee. Thus the performance of an employee can be measured from work results, task results, or activity results within a certain time. Performance is a result achieved by workers in their work according to certain criteria that apply to a job.

Work ethic

According to [Geld et al. \(2016\)](#); [Kurniasih et al. \(2022\)](#) stated that the work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by a total commitment to an integral work paradigm. Work ethic is the totality of his personality and the way of expressing, seeing, believing, and giving meaning to something, which encourages him to act and achieve optimal



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charity. According to [Sudarno \(2016\)](#); [Tella \(2007\)](#) work ethic is a set of basic attitudes or views held by employees to assess work as something positive for improving the quality of life, thus influencing their work behavior in the organization. Work ethic is defined as a fundamental attitude towards self and this world. Meanwhile, work more specifically can be interpreted as a commercial venture that becomes a necessity for survival, or something that is imperative from oneself, or something that is related to self-identity that is sacred. Work ethic is an attitude, view, habit, characteristics or characteristics regarding how to work that is owned by a person, a group or a nation.

Motivation

According to the results of research conducted by [Saputra, A \(2022\)](#); [Sudarno \(2016\)](#); [Tella \(2007\)](#) there are two factors that drive or motivate people to work. The definition of motivation was put forward by experts whose content is almost the same. According to [Rivaldo \(2021\)](#); [Rosalia \(2020\)](#); [Rinaldi \(2021\)](#); [Ringelhan \(2013\)](#); [Saban \(2020\)](#) states that motivation is a force that results from a person's desire to satisfy his needs, for example; hunger, thirst and thirst. The definition of motivation as formulated by Terry is the desire contained in an individual who encourages him to carry out actions (behavior). Meanwhile, [Rivaldo \(2021\)](#); [Rosalia \(2020\)](#) defines that motivation is something that causes and supports a person's actions or behavior. According to [Rivaldo \(2021\)](#); [Sudarno \(2016\)](#); [Tella \(2007\)](#) formulates that motivation is a direction for police officers in an organization to want to work together in achieving organizational success. Motivation is closely related to needs. Human needs are arranged in a hierarchy from the most basic needs to complex needs. The desire to fulfill needs can influence a person's behavior, where only unsatisfied needs can drive behavior. Satisfied needs cannot function as motivation. Higher needs function as motivators if lower hierarchical needs are at least minimally satisfied. According to [Sudarno \(2016\)](#); [Tella \(2007\)](#) states that motivation is the provision of driving force that creates enthusiasm for someone's work so that they are able to work together, work effectively, and with integrity with all their efforts to achieve satisfaction. Motivation is something that is the main thing that encourages someone to work.

Job satisfaction

According to [Purwanto et al. \(2022\)](#) states that there are various definitions or limitations regarding job satisfaction. First, the notion that views job satisfaction as a complex emotional reaction. This emotional reaction is the result of the encouragement, desires, demands and expectations of employees towards work that are related to the realities felt by employees, giving rise to a form of emotional reaction in the form of feelings of pleasure, satisfaction or dissatisfaction. Second, the notion which states that job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters relating to physical and psychological factors. Job satisfaction is a condition in which a worker feel proud, happy, treated fairly, recognized, cared for by superiors, valued, feel secure because work can produce something that meets their personal needs, desires, hopes and ambitions so that employees feel satisfied physically and mentally. According to [Luna et al. \(2004\)](#); [Liu et al. \(2011\)](#); [Margahana et al. \(2018\)](#) job satisfaction is not a simple thing because "satisfaction" has various connotations. Job satisfaction is a person's perspective, both positive and negative, about his work

Compensation

In a company, employees are a very important part in achieving goals. Every employee certainly has many differences in skills, abilities, needs and gender. One form of achievement / award given by the company for the performance of employees is compensation. By giving awards and recognition,



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employees will give their best performance in return for the awards given by the company as well as to maintain and maintain employee morale and motivation. According to Purwanto et al. (2021) compensation is a reward that the company gives to employees for the performance given to the organization, both direct and indirect, financial and non-financial. According to Luna et al. (2004); Liu et al. (2011); Margahana et al. (2018); Pallawagau, A. (2021) compensation is income in the form of money or goods provided by the company to employees for the services provided. Without adequate compensation, existing employees tend to leave the organization which results in the organization experiencing difficulties in replacement, especially in recruiting. According to Margahana et al. (2018) compensation is the total income given to employees as a reward for the contribution they make to the organization, both financial and non-financial. In conclusion, compensation is the reward given by the company for the performance provided, both financial and non-financial compensation. Compensation has a broader meaning than wages or salaries. Wages or salaries place more emphasis on financial remuneration, while compensation includes financial and non-financial remuneration. Compensation is the provision of remuneration, either on an ongoing basis in the form of money (financial) or indirectly in the form of awards (non-financial). According to Pratama (2022); Purwanto et al. (2021); Purwanto et al. (2022) Compensation is everything that is received by employees as remuneration for their work or dedication. The issue of compensation is a very complex matter, but it is most important for employees and the organization itself. Compensation for employees must have a logical and rational basis. According to Luna et al.(2004) Compensation is a reward or remuneration provided by the company to its employees which can be valued in money. This compensation or reward includes wages, salaries, incentives, commissions, and so on that binds employees so that employees are willing and happy This compensation must be attractive and can lead to employee attachment to the company, must be fair, must be dynamic, not rigid, must be reviewed according to employee performance.

Method

This study uses a quantitative method by distributing online questionnaires through social media. Respondents in this study were senior police officers who were determined by simple random sampling method with a total of 343 police officers. Data analysis in this study used structural equation modeling (SEM) with SmartPLS 3.0 software as a data processing tool. The questionnaire was designed using a Likert scale of 1 to 5. The stages of data testing were validation test, reliability test and hypothesis testing.

The research hypothesis is

H1: work ethics has a positive and significant effect on police performance

H2: work motivation has a positive and significant effect on police performance

H3: job satisfaction has a positive and significant effect on police performance

H4: compensation has a positive and significant effect on police performance.

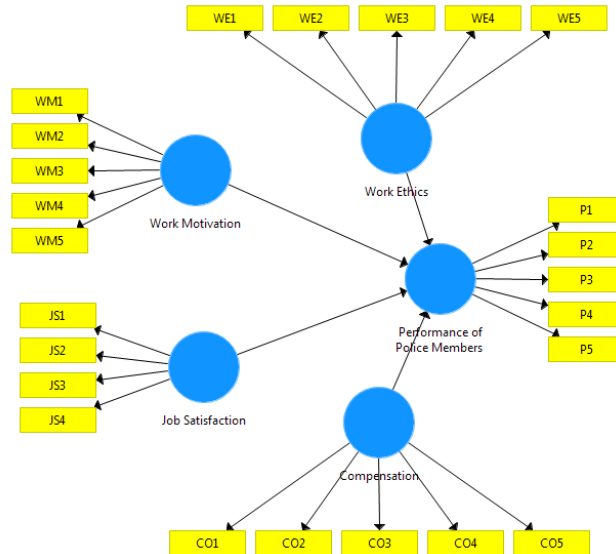


Fig 1. Research Model

Result and Discussion

The analysis used in this study is structural equation modeling–partial least squares (SEM-PLS),. According fig. 2 all of indicator has convergent validity, outer loading factor above 0.70. but the loading factor value of 0.50-0.60 can still be tolerated with a t-statistic value above 1.96 or a p-value <0.05 (Purwanto et al, 2020).

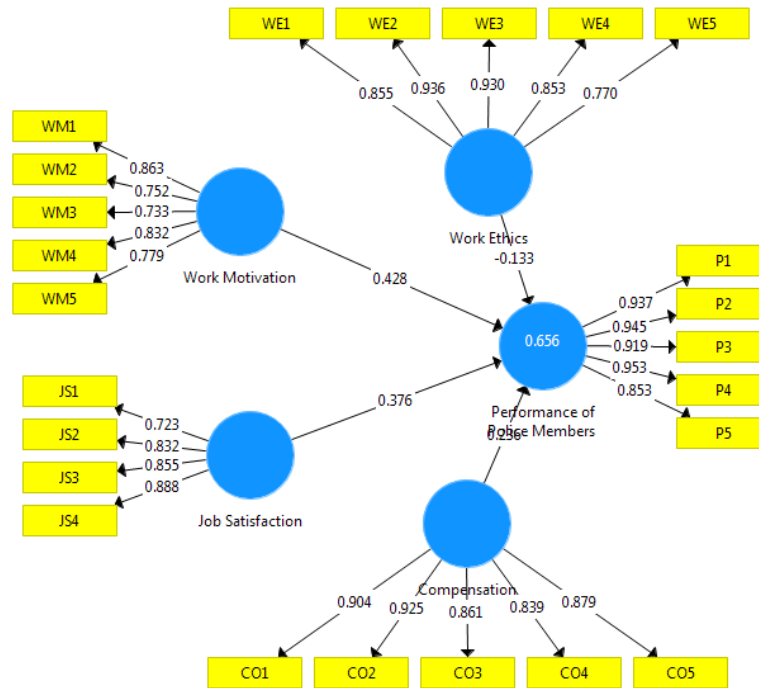


Fig 2. Convergent validity

Discriminant Validity

Discriminant validity of the measurement model is assessed based on cross loading measurements with the construct. If the construct's correlation with the principal measurement of each indicator is greater than the other constructs, then the latent construct is able to predict indicators better than the other constructs. This means that the indicators used for the latent construct are said to be valid. Work Ethics, Work Motivation, , and Compensation on Police Performance in the Digital Era

Table 1. Discriminant Validity

| | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE) |
|------------------|------------------|-------|-----------------------|----------------------------------|
| Work Ethics | 0.898 | 0.813 | 0.816 | 0.619 |
| Work Motivation | 0.876 | 0.834 | 0.856 | 0.675 |
| Job satisfaction | 0.898 | 0.832 | 0.834 | 0.628 |
| Compensation | 0.843 | 0.815 | 0.816 | 0.665 |
| Performance | 0.852 | 0.824 | 0.88 | 0.611 |

Based on table 1, it is known that the AVE value is above 0.5 and the Composite Reliability value is above 0.7, so that all variables meet the reliability requirements. The test results show that the AVE value in all constructs is greater than 0.50 so that it is sufficient in terms of convergent validity (Purwanto et al, 2021). Furthermore, based on the square root of average variance extracted (AVE root) all the variables designed in this study are greater than the correlations between latent variables so that it can be concluded that all indicators have good convergent validity.

Reliability

Composite reliability and Cronbach alpha are used to test the value of reliability or reliability between the indicators of the constructs that make them up. Composite reliability and Cronbach alpha values are said to be good, if the value is above 0.70 it is recommended, but a factor value of 0.50-0.60 can still be tolerated. In other words, good composite reliability and Cronbach alpha values indicate that discriminant validity has been achieved.

PLS Bootstrapping Structural Model

The next test is to look at the significance of the effect between independent constructs on the dependent and answer what has been hypothesized. The results of the PLS Bootstrapping Model are presented in the image below.

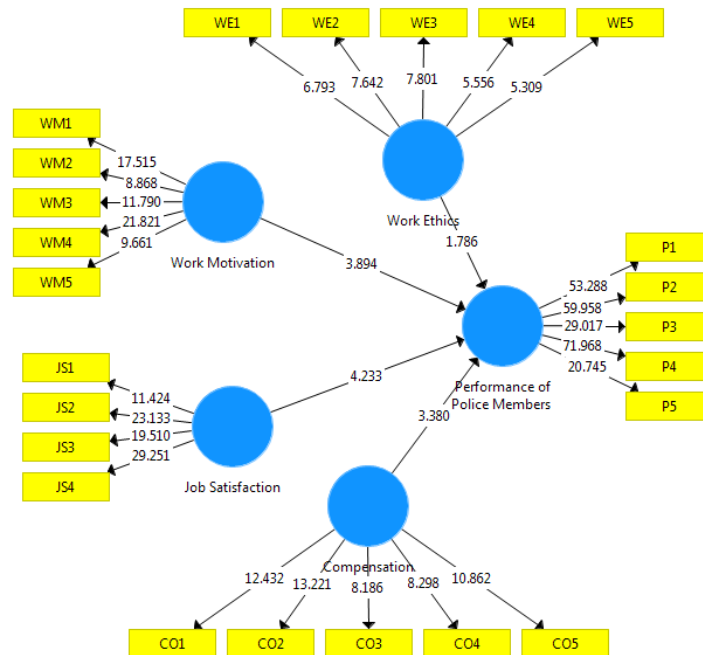


Fig 3. Path diagram of the PLS Bootstrapping Structural Model



Testing with a significance level of 5% if the t-statistic value is > 1.98 then the null hypothesis (H_0) is accepted and vice versa. The t-statistical value of the effect coefficient of the latent construct was obtained from PLS Bootstrapping.

Table 2. Hypothesis Test

| Hypothesis | T Statistics | P Values | Conclusion |
|----------------------------------------|--------------|----------|------------|
| Work Ethics-> police performance | 1.986 | 0.002 | Supported |
| Work Motivation-> police performance | 3.894 | 0.001 | Supported |
| Job satisfaction -> police performance | 4.233 | 0.001 | Supported |
| Compensation -> police performance | 33.80 | 0.002 | Supported |

The Effect of Work Ethics on Employee Performance

The results of the research show that the work ethic has a positive and significant influence on police performance. This means that work ethic is one of the variables that influence police performance. This result is in line with research by [Asbari et al. \(2020\)](#); [Berliana et al. \(2018\)](#) the work ethic factor that has the greatest influence on employee performance in this study. The work ethic is a positive work behavior that is rooted in strong cooperation, fundamental beliefs, accompanied by a total commitment to an integral work paradigm. The term paradigm here means the main concept of work itself which includes the underlying ideals, governing principles, driving values, attitudes that are born, standards to be achieved, including main character, basic thoughts, code of conduct. Ethics and moral code.

Effect of Work Motivation on Employee Performance.

Motivation is a change of energy in a person's personality which is characterized by the emergence of affection and reactions to achieve certain goals. These results support previous research conducted by [Kurniasih et al. \(2022\)](#); [Komari et al. \(2013\)](#) which states that work motivation, leadership and organizational culture have a positive and significant effect on employee job satisfaction. According to [Asbari et al. \(2020\)](#) [Komari et al. \(2013\)](#) argued that theoretically motivation is formed because humans have categories of basic needs such as physiological needs, a sense of security, social, ego, and self-actualization. These needs form a hierarchy and each will be active if the lower needs have been fulfilled. Physiological needs are basic needs such as the need for food, drink, shelter and the like. The need for security is a need that arises after basic needs are met, for example the need for security guarantees. Social needs include giving and receiving affection and friendship. Ego needs include needs related to one's self-respect and reputation.

According to [Geld et al. \(2016\)](#); [Kurniasih et al. \(2022\)](#) define motivation as a process that explains the intensity, direction, and persistence of an individual to achieve his goals. The three main elements in the definition are intensity, direction and persistence. Intensity relates to how hard a person tries. This is the element that gets the most attention when it comes to motivation. However, high intensity is unlikely to



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result in satisfactory work performance unless the effort is linked in a direction that benefits the organization. Thus we must consider the quality as well as the intensity of effort simultaneously. Effort that is directed and consistent with organizational goals is the kind of effort we should be making. Finally, motivation has a persistence dimension. This dimension is a measure of how long a person can maintain his business. Innovative individuals stick with a task long enough to achieve their goals.

The Effect of Job Satisfaction on Employee Performance

Based on statistical data analysis, it proves that employee job satisfaction has a positive significant effect on employee performance, This indicates that the higher the employee's job satisfaction, the employee will show his best performance. If the company always implements the career and compensation system properly, there is a good relationship between colleagues, the attitude of the boss who is always motivating, and a conducive physical work environment will make employees feel safe and comfortable working. The impact is, employees will work as well as possible and always try to provide the best service to customers, in this case patients. This shows that the employee's performance is high. The results of this study support and strengthen the theory and some of the results of previous studies. The results of this study support the research conducted by [Kurniasih et al. \(2022\)](#); [Komari et al. \(2013\)](#) studied the influence of job satisfaction factors on employee performance. The research found that job satisfaction factors which include salary, leadership, co-worker attitudes have a significant influence on employee performance. In this study also obtained the results that the attitude of colleagues is a factor that has a dominant influence on employee performance. Another study that obtained results similar to this study was the study conducted by [Geldard et al. \(2016\)](#); [Kurniasih et al. \(2022\)](#); [Kurniasih et al. \(2022\)](#); [Komari et al. \(2013\)](#) the research results obtained were job satisfaction having a significant positive effect on employee performance. So the more satisfied employees are, the more employees will show their best performance. Conversely, if employees are not satisfied at work, it will arise in them feeling lazy, so that it will have an impact on decreasing performance.

Compensation Relationship with Employee Performance

For companies, employees are human resources who are very important to achieve company goals. Providing compensation to employees is a form of remuneration provided by the company for the performance that employees have provided. If the compensation in the company is considered appropriate by employees, this can affect employee performance and loyalty. Most work demonstrations are carried out due to dissatisfaction with the wages given. Compensation payments are generally given based on achievement and ability, but if employees who lack achievement and ability will feel pressured. Therefore, the [provision of compensation can be in accordance with the needs of these employees](#). According to [Asbari et al. \(2020\)](#); [Berliana et al. \(2018\)](#) organizational productivity and human resource management have a direct relationship with one another. If employees are properly managed i.e. job analysis, recruitment, training, motivational tools like compensation. So compensation is one way to increase employee motivation in improving their performance. The compensation provided must be given fairly and not far from the expectations of employees. If this can be fulfilled then the satisfaction of employees can be a trigger to improve performance. If compensation is not given on time, it results in discipline, the attitude and morale of employees decreases. According to [Kurniasih et al. \(2022\)](#); [Komari et al. \(2013\)](#) compensation, motivation, and performance are very important elements in a human resource management process. Employee performance that appears in the output it produces is a reflection of how big or strong the compensation and motivation that person has. According to [Asbari et al. \(2020\)](#); [Berliana et al. \(2018\)](#) one of the functions of compensation is that it can be a motivating factor for employees to work better. To obtain good compensation and it is hoped that employees will work better.



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The conclusion is that the compensation given to employees is related and has a positive influence on employee performance

Human resources (HR) have an important role as a potential driver of all company activities. Every company must be able to maintain, maintain and improve the quality of the performance of its human resources. One way that can be done by the company in improving the quality of performance is to pay attention in the form of work motivation to its employees. In addition, the most important thing that must be done by the company, is how employees can enjoy their work so that employees can do their work without any pressure. Based on the research results of [Geld et al. \(2016\)](#); [Kurniasih et al. \(2022\)](#); [Kurniasih et al. \(2022\)](#); [Komari et al. \(2013\)](#) found that work motivation significantly has a positive effect on employee performance. Another study conducted by [Asbari et al. \(2020\)](#); [Berliana et al. \(2018\)](#) also stated that work motivation has a positive and significant influence on employee performance.

The police have a high work ethic, especially in the aspect of being loyal to their job as police officers. With high loyalty it contributes to police performance. The police also have high motivation especially in working well for promotions. The motivation to get this promotion has an impact on police performance. They have high satisfaction, especially satisfaction with work, satisfaction with work because they can share opinions in working with co-workers, satisfaction with work because it increases skills. According to [Luna et al. \(2004\)](#) satisfaction of police officers has an impact on increasing performance. The police are satisfied with the salary given in accordance with what is given and the bonuses given according to work performance. Satisfaction with the aspect of giving salaries and bonuses is a factor that encourages increased performance. According to [Pratama \(2022\)](#); [Purwanto et al. \(202s\)](#) the performance of human resources is also greatly influenced by the work ethic. Work ethic is defined as a fundamental attitude towards self and life in the world. Meanwhile, work more specifically can be interpreted as a commercial venture that becomes a necessity for life, or something that is imperative from oneself, or something that is related to self-identity that is sacred. The self-identity contained in this case is something that has been given by religious demands. Work ethic is the views and attitudes of a nation or people towards work. Work ethic describes a view and attitude, so it can be explained that work ethic implies as an evaluative aspect that is owned by individuals (groups) in providing an assessment of work activities. Considering that the content contained in the meaning of work ethic is an element of assessment, then in general the assessment can be classified into two, namely positive and negative assessments. The work ethic is actually the same as the term work spirit or work taste. Members of the police who have a work ethic certainly show a passion for collaboration, debate, communication, and achievement so as to contribute to the progress of the organization. According to [Kurniasih et al. \(2022\)](#); [Komari et al. \(2013\)](#) motivation also affects the performance of police officers. Motivation is an influential factor in the performance of police officers. Therefore, efforts to improve organizational performance are inseparable from interventions on motivation which are very important and recommended. Job satisfaction also affects the performance of police officers. According to [Asbari et al. \(2020\)](#); [Berliana et al. \(2018\)](#); [Christian et al. \(2006\)](#) job satisfaction is a pleasant or unpleasant emotional state felt by police officers. Job satisfaction reflects one's feelings towards work. This can be seen in the positive attitude of employees towards work and something that is encountered in the work environment. Someone feels "satisfied" at work because what has been achieved is maximized. In such situations the police officers perform as best they can.

Police officers with low motivation and satisfaction will give negative values both to individual police officers and to the organization. Employees with low motivation and satisfaction will certainly make a low contribution to the company. With a low contribution, the organization will have very small



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outcomes, and with very small outcomes, the organization will not be able to fulfill the wishes and expectations of proper remuneration for members of the police. Compensation can guarantee the satisfaction of police officers. The organization obtains, maintains, and employs a number of people who have positive attitudes and behaviors to work productively for the benefit of the organization by providing adequate compensation. Giving rewards for routine work actually has an unfavorable effect, because it can result in workers being dependent on carrying out their duties, which tend to be ignored if incentives are not given. The results of this study are in line with [Pratama \(2022\)](#); [Purwanto et al. \(2021\)](#) who conducted research that work ethic has an influence on performance. This shows that one of the factors that determines the performance is a high work ethic. Furthermore, the study of [Luna et al. \(2004\)](#); [Liu et al. \(2011\)](#); [Margahana et al. \(2018\)](#); [Purwanto et al. \(2021\)](#) also revealed that motivation, commitment, and incentives are factors that influence performance. Meanwhile, research by [Liu et al. \(2011\)](#); [Margahana et al. \(2018\)](#); [Pallawagau \(2021\)](#); [Primary \(2022\)](#); [Purwanto et al. \(2021\)](#) explained that there is a significant relationship between job satisfaction and performance in public sector organizations.

Conclusion

The results of the analysis and discussion provide an overview of the work ethic, motivation, satisfaction, and compensation for police performance. The results of the research prove that there is an influence of work ethic, motivation, satisfaction, and compensation on police performance. Thus it can be concluded that 1) work ethic, motivation, satisfaction, compensation, and police performance reach the good category. 2) Work ethic, motivation, satisfaction, and compensation have a significant effect on police performance simultaneously. 3) Work ethic, motivation, satisfaction, and compensation have a significant effect on police performance partially. 4) Job satisfaction has a dominant effect on the performance of police. Based on the discussion of the research results above, there are several conclusions described as follows. First, good attention to employee job satisfaction will be able to improve their performance. These results show that the implementation of a good compensation and career system, a conducive work environment, the existence of good relations between colleagues and superiors will trigger employee job satisfaction, so that their technical and interpersonal skills will also be good. If there is an increase in technical and interpersonal skills, this indicates an increase in performance. To improve performance. It is better if communication between employees must also be paid attention to by superiors because according to the researchers themselves there is still racism that occurs in employees Compensation has an important role in improving employee performance. Uncomfortable work and environment will affect the performance of employees in a company. it is hoped that the company can fix problems related to compensation, especially in terms of company facilities and compensation development

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