

ABSTRACT

Employees are the key to organizational success which requires companies to continue to improve the performance of employees. Facing business competition in this era of globalization, companies are required to provide optimal results to achieve the company's vision and mission. Based on the results of pre-research, it can be seen that there are indications of problems regarding organizational commitment in PT Badak NGL employees in the indicators "feel like making the organization proud", "care about the fate of the organization", "similarity of self-values with the organization", and "willing to go the extra mile for organizational success" the majority of employees stated "no".

This study used employees at PT Badak NGL as the research population, then sampling was carried out using purposive sampling and had several criteria. The sample in this study amounted to 150 respondents with the criteria of PT Badak NGL employees who have worked for at least 2 (two) years, are not the Head of Division / Division Head, and are permanent employees. The data collected will be analyzed using the structural equation model (SEM) method and processed with AMOS software.

The results of this study indicate that leader-member exchange has a significant positive effect on organizational commitment, leader-member exchange has a significant positive effect on work engagement, and work engagement has a significant positive effect on organizational commitment.

Keywords: *Leader-Member Exchange, Organizational Commitment, Work Engagement, PT Badak NGL*



SEMARANG
FEB UNDIP