

# HUBUNGAN ANTARA *LEADER MEMBER EXCHANGE* (LMX) DENGAN KINERJA PADA KARYAWAN PELAKSANA DIVISI SUKRO OVEN DI PT DUA KELINCI

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## ABSTRAK

Pemimpin merupakan salah satu stakeholder yang berpengaruh atas keberjalanan suatu organisasi. Sejalan dengan pelaksanaan tugasnya, setiap pimpinan menerapkan gaya kepemimpinan yang berbeda-beda. Salah satu teori terkait dengan kepemimpinan yaitu teori *leader member exchange* (LMX), yang menjelaskan tentang Penilaian karyawan pada gaya kepemimpinan atasan dalam membantu dan memelihara hubungan kerja antar karyawan, pemberian penghargaan, kontribusi, pemberian umpan balik, loyalitas pada bawahan dan rasa bangga. Kinerja karyawan merupakan pencapaian atas hasil kerja yang dilakukan karyawan sesuai dengan tugas dan tanggung jawab yang diberikan oleh Perusahaan. Penelitian ini bertujuan untuk mengetahui secara empirik mengenai hubungan antara *leader member exchange* (LMX) dengan kinerja pada karyawan Pelaksana Divisi Sukro Oven di PT Dua Kelinci. Salah satu teori terkait dengan kepemimpinan yaitu teori *leader member exchange* (LMX), yang menjelaskan tentang persepsi seorang individu terkait kualitas hubungan timbal balik antara atasan dan bawahan. Kinerja Penelitian ini dilakukan kepada 175 karyawan menggunakan skala Kinerja Karyawan yang berisi 24 *item* valid ( $\alpha = 0.928$ ) dan skala *Leader Member Exchange* (LMX) yang berisikan 30 *item* valid ( $\alpha = 0.945$ ). Teknik Sampling yang digunakan yaitu *simple random sampling*. Hasil analisis data menggunakan Teknik *Spearman's rho*, menunjukkan nilai korelasi ( $r_{xy}$ ) = 0.106 dengan  $p = 0.161$  ( $p > 0.05$ ). Maka dapat dinyatakan bahwa terdapat hubungan yang positif antara *Leader Member Exchange* (LMX) dengan kinerja karyawan pada karyawan Pelaksana Divisi Sukro Oven di PT Dua Kelinci.

**Kata kunci :** *leader member exchange* (LMX), kinerja karyawan, karyawan

**THE RELATIONSHIP BETWEEN LEADER MEMBER EXCHANGE (LMX)  
AND THE PERFORMANCE OF EMPLOYEES IN THE SUKRO OVEN DIVISION  
AT PT DUA KELINCI**

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**ABSTRAK**

Leaders are critical stakeholders who have a significant impact on an organization's operations. In performing their duties, each leader applies different leadership styles. One of the theories related to leadership is the Leader-Member Exchange (LMX) theory, which explains employee evaluations of their superior's leadership style in assisting and maintaining work relationships among employees, providing rewards, contributing, giving feedback, showing loyalty to subordinates, and fostering a sense of pride. Employee performance is the achievement of work results accomplished by employees according to the tasks and responsibilities assigned by the company. This study aims to empirically examine the relationship between Leader-Member Exchange (LMX) and performance among operational employees in the Sukro Oven Division at PT Dua Kelinci. The LMX theory describes an individual's perception of the quality of reciprocal relationships between superiors and subordinates. The study was conducted with 175 employees using an Employee Performance Scale containing 24 valid items ( $\alpha = 0.928$ ) and a Leader-Member Exchange (LMX) Scale containing 30 valid items ( $\alpha = 0.945$ ). The sampling technique used was simple random sampling. Data analysis using the Spearman's rho technique showed a correlation value ( $r_{xy}$ ) = 0.106 with  $p = 0.161$  ( $p > 0.05$ ). Thus, it can be concluded that there is a positive relationship between Leader-Member Exchange (LMX) and employee performance among operational employees in the Sukro Oven Division at PT Dua Kelinci.

**Kata kunci :** *leader member exchange (LMX), employees performance, employees*