

## **ABSTRACT**

*This study aims to analyze the effects of leader member exchange (LMX), job satisfaction toward employee performance with organizational commitment as variable intervening in KPP Pratama Demak.*

*This study used data analysis method by using software smartPLS version 3.0.3 (Partial Least Square). The sample used in this study of employees in KPP Pratama was in total 79 respondents, the data collecting technique are by using questionnaires, surveys, interviews, and literature review.*

*The results reveals that: 1) the leader member exchange (LMX) significantly and positively affect on organizational commitment, 2) the leader member exchange (LMX) significantly and positively affect on performance, 3) the job satisfaction significantly and positively affect on organizational commitment. 4) the job satisfaction significantly and positively affect on performance. 5) the organizational commitment significantly and positively affect on employee performance.*

*Keywords : leader member exchange (LMX), Job satisfaction, Organisational Commitment, Employee Performance*



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