

ABSTRACT

This research is intended to analyze how much influence the leader-member exchange of leaders, organizational climate, and innovative work behavior together affect the improvement of employee performance. The primary data used in this study was obtained from the distribution of research questionnaires to respondents.

The population in this study were all civil servants at the Headquarters of the Directorate General of Estate Crops of the Ministry of Agriculture, totaling 338 people. Probability sampling technique, with stratified random sampling method, is used in sampling. In the process 120 civil servants who are working for at least 2 years, and are not occupying managerial positions as research samples. This study uses quantitative methods. Structural Equation Modeling (SEM) analysis techniques are applied with AMOS 24.0 analysis tools.

From the discussion, it was found that the exchange of leader-member had a positive effect on employee performance. Organizational climate has a positive effect on employee performance. Innovative work behavior has a positive effect on employee performance. The exchange of leader-member positively affects innovative work behavior. Organizational climate positively affects innovative work behavior. Innovative work behavior partially mediates the relationship between leader-member exchange on employee performance. Innovative work behavior partially mediated the relationship between the influence of organizational climate on employee performance.

Keywords: *leaders – members exchange, organizational climate, innovative work behavior*