

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh *leader member exchange* (LMX) dan *empowerment* terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening pada PT.pegadaian (persero) area padang. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 36 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan smartpls.

Hasil penelitian yang didapatkan pengaruh yang tidak signifikan *leader member exchange* terhadap kepuasan kerja. Terdapat pengaruh positif yang signifikan *empowerment* terhadap kepuasan kerja. Terdapat pengaruh yang signifikan *leader member exchange* terhadap kinerja karyawan. Terdapat pengaruh yang tidak signifikan *empowerment* terhadap kinerja karyawan. Terdapat pengaruh yang signifikan semangat kerja terhadap kinerja karyawan. Terdapat pengaruh yang tidak signifikan *leader member exchange* terhadap kinerja karyawan melalui kepuasan kerja. Terdapat pengaruh yang signifikan *empowerment* terhadap kinerja karyawan melalui semangat kerja.

Kata Kunci : *Leader Member Exchange* (LMX) dan *Empowerment*, Kepuasan Kerja dan Kinerja Karyawan

ABSTRACT

This study aims to examine how much influence leader member exchange (LMX) and empowerment have on employee performance through job satisfaction as an intervening variable at PT. pawnshop (persero) pandang area. Methods of data collection through surveys and distributing questionnaires, with a sample of 36 respondents. The analysis method used is path analysis using smartpls.

The results of the study found that leader member exchange had no significant effect on job satisfaction. There is a significant positive effect of empowerment on job satisfaction. There is a significant influence of leader member exchange on employee performance. There is no significant effect of empowerment on employee performance. There is a significant effect of morale on employee performance. There is no significant effect of leader member exchange on employee performance through job satisfaction. There is a significant effect of empowerment on employee performance through morale.

Keywords: *Leader Member Exchange (LMX) and Empowerment, Job Satisfaction and Employee Performance*