

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh work life balance, leader member exchange terhadap loyalitas karyawan dengan kepuasan kerja sebagai variabel intervening pada Puskesmas Lubuk Begalung. Variabel penelitian yaitu work life balance (X1), leader member exchange (X2) kepuasan kerja (Z) dan loyalitas karyawan (Y). Metode pengumpulan data melalui survey dan menyebarkan kuesioner dengan sampel 43 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian menunjukkan a) Bahwa secara parsial terdapat pengaruh positif yang tidak signifikan *work life balance* terhadap kepuasan kerja. b) Bahwa secara parsial terdapat pengaruh positif yang signifikan *leader member exchange* terhadap kepuasan kerja. c) Bahwa secara parsial terdapat pengaruh negatif yang signifikan *work life balance* terhadap loyalitas karyawan. d) Bahwa secara parsial terdapat pengaruh positif yang tidak signifikan *leader member exchange* terhadap loyalitas karyawan. e) Bahwa secara parsial terdapat pengaruh positif dan signifikan kepuasan kerja terhadap loyalitas karyawan. f) Bahwa kepuasan kerja tidak memediasi *work life balance* terhadap loyalitas karyawan. g) kepuasan kerja tidak memediasi *leader member exchange* terhadap loyalitas karyawan.

Berdasarkan angka Adjust R square model I diperoleh sebesar 0,697 atau 69,7%. Hal ini menunjukkan bahwa persentase kontribusi dari variabel independen terhadap variabel dependen sebesar 0,697 atau 69,7% sedangkan sisanya sebesar 0,303 atau 30,3% dipengaruhi oleh variabel lain di luar penelitian. Angka Adjust R square model II diperoleh sebesar 0,707 atau 70,7%. Hal ini menunjukkan bahwa persentase kontribusi dari variabel independen terhadap variabel dependen sebesar 0,707 atau 70,7% sedangkan sisanya sebesar 0,293 atau 29,3% dipengaruhi oleh variabel lain di luar penelitian.

**Kata Kunci :** **Work Life Balance, Leader Member Exchange, Kepuasan Kerja, Loyalitas Karyawan.**

## **ABSTRACT**

*This study aims to determine how much work life balance, leader member exchange on employee loyalty with job satisfaction as an intervening variable at the Lubuk Begalung Health Center. The research variables are work life balance (X1), leader member exchange (X2), job satisfaction (Z) and employee loyalty (Y). The method of collecting data through surveys and distributing questionnaires with a sample of 43 respondents. The analysis methods used are validity and reliability tests, multiple regression analysis, for hypothesis tests are used, namely t tests and F tests.*

*The results showed a) That partially influenced the positive not Significant work-life balance towards job satisfaction. b) That partially influenced significant positives leader member exchange on job satisfaction. c) That there is a partial influence negative the significant work-life balance to employee loyalty. d) That partially there is an influence the positive not Significant leader member exchange to employee loyalty. e) That partially there is an influence positive and significant job satisfaction to employee loyalty. f) That satisfaction does not mediate work-life balance against employee loyalty. g) satisfaction does not mediate leader member exchange against employee loyalty.*

*Based on the Adjust R square model I figures obtained by 0.697 or 69.7%. This shows that the percentage contribution of independent variables to dependent variables is 0.697 or 69.7% while the remaining 0.303 or 30.3% is influenced by other variables outside the study.. The Adjust R square model II was obtained by 0.707 or 70.7%. This shows that the percentage contribution of independent variables to the dependent variables is 0.707 or 70.7% while the remaining 0.293 or 29.3% is influenced by other variables outside the study*

**Keywords:**        **Work Life Balance, Leader Member Exchange, Job Satisfaction  
Employee Loyalty.**