

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan membuktikan Pengaruh *Leader Member Exchange (Lmx)*, *Organizational Culture*, Dan *Perceived Organizational Support (Pos)* Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening dengan menggunakan data yang diperoleh dengan menyebarkan kuesioner kepada 74 orang karyawan sebagai responden yaitu pada PT X.Dareh Dharmasraya. Teknik analisis data dalam penelitian ini menggunakan metode *Structural Equation Modeling (SEM)* dengan menggunakan *partial least square (PLS)* .Hasil penelitian menunjukkan bahwa leader member exchange berpengaruh positif dan signifikan terhadap kepuasan kerja , organizational culture berpengaruh positif dan signifikan terhadap Kepuasan Kerja, perceived organizational support berpengaruh positif dan tidak signifikan terhadap kepuasan kerja, leader member exchange berpengaruh positif dan signifikan terhadap Kinerja karyawan, organizational culture berpengaruh positif dan tidak signifikan terhadap Kinerja karyawan, perceived organizational support berpengaruh positif dan tidak signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan tidak signifikan terhadap Kinerja karyawan, leader member exchange berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja,organizational culture berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja,perceived organizational support berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja,kontribusi leader member exchange dan organizational culture dan kinerja karyawan sebesar 5,48% terhadap kepuasan kerja serta leader member exchange,organizational culture sebesar 7,08 terhadap kepuasan kerja.

Kata Kunci: Leader member exchange, Organizational culture, Perceived organizational support, Kinerja karyawan dan Kepuasan kerja.

ABSTRACT

This study aims to analyze and prove the influence of Leader Member Exchange (Lmx), Organizational Culture, and Perceived Organizational Support (Pos) on Employee Performance with Job Satisfaction as Intervening Variables using data obtained by distributing questionnaires to 74 employees as respondents namely PT X. Dareh Dharmasraya. Data analysis techniques in this study used the Structural Equation Modeling (SEM) method using partial least squares (PLS). The results showed that leader member exchange had a positive and significant effect on job satisfaction, organizational culture had a positive and significant effect on job satisfaction, organizational perception support has a positive and insignificant effect on job satisfaction, leader member exchange has a positive and significant effect on employee performance, organizational culture has a positive and insignificant effect on employee performance, perceived organizational support has a positive and insignificant effect on employee performance, job satisfaction has a positive and no effect significant to employee performance, leader member exchange has a positive and insignificant effect on employee performance through job satisfaction, organizational culture has a positive and insignificant effect on cloud employee performance through satisfaction n work, perceived organizational support has a positive and insignificant effect on employee performance through job satisfaction, the contribution of leader member exchange and organizational culture and employee performance is 5.48% on job satisfaction and leader member exchange, organizational culture is 7.08 on job satisfaction .

Keywords: Exchange of leadership members, organizational culture, perceptions of organizational support, employee performance and job satisfaction.