

ABSTRAK

Penelitian ini bertujuan untuk melihat sejauh mana pengaruh *Leader Member Exchange* dan Kelelahan Emosional terhadap Kinerja Pegawai dengan Komitmen Organisasi sebagai variabel *intervening* pada BKPSDM Kabupaten Tanah Datar. Sampel dalam penelitian ini adalah seluruh pegawai BKPSDM Tanah Datar. Metode analisis data menggunakan analisis jalur dengan SPSS 23.0

Berdasarkan hasil penelitian dan pengujian hipotesis yang telah dilakukan, maka hasil penelitian dapat disimpulkan sebagai berikut bahwa *Leader Member Exchange* berpengaruh positif dan signifikan terhadap Komitmen Organisasi pada BKPSDM Kabupaten Tanah Datar. Kelelahan Emosional tidak berpengaruh signifikan terhadap Komitmen Organisasi pada BKPSDM Kabupaten Tanah Datar. *Leader Member Exchange* berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada BKPSDM Kabupaten Tanah Datar. Kelelahan Emosional berpengaruh positif dan signifikan terhadap Kinerja Pegawai pada BKPSDM Kabupaten Tanah Datar. Komitmen Organisasi tidak berpengaruh signifikan terhadap Kinerja Pegawai pada BKPSDM Kabupaten Tanah Datar. *Leader Member Exchange* tidak berpengaruh signifikan terhadap Kinerja Pegawai melalui Komitmen Organisasi pada BKPSDM Kabupaten Tanah Datar. Kelelahan Emosional tidak berpengaruh terhadap Kinerja Pegawai melalui Komitmen Organisasi pada BKPSDM Kabupaten Tanah Datar.

Kata kunci : *Leader Member Exchange*, Kelelahan Emosional, Kinerja Pegawai, Komitmen Organisasi

ABSTRACT

This study aims to see how far the effect of Leader Member Exchange and Emotional Exhaustion on Employee Performance with Organizational Commitment as an intervention variable at BKPSDM Tanah Datar Regency. The sample in this study were all employees of the Tanah Datar Regency BKPSDM. Data analysis technique using path analysis with SPSS 23.

Based on the results of the research and testing of the hypotheses that have been carried out, it can be concluded that the Leader Member Exchange has a positive and significant effect on Organizational Commitment at BKPSDM Tanah Datar Regency. Emotional exhaustion has no significant effect on Organizational Commitment at BKPSDM Tanah Datar Regency. Leader Member Exchange has a positive and significant effect on Employee Performance at BKPSDM Tanah Datar Regency. Emotional fatigue has a positive and significant effect on employee performance at BKPSDM Tanah Datar Regency. Organizational Commitment has no significant effect on Employee Performance at BKPSDM Tanah Datar Regency. Leader Member Exchange has no significant effect on Employee Performance through Organizational Commitment at BKPSDM Tanah Datar Regency. Emotional exhaustion has no effect on employee performance through organizational commitment to BKPSDM Tanah Datar regency.

Keywords: leader member exchange, emotional exhaustion, employee performance with organizational commitment