

ABSTRAK

MEDYTIA ADISTY, 19101155310758, jurusan manajemen tahun 2019, pengaruh *work life balance* dan *leader member exchange* terhadap loyalitas anggota dengan kepuasan kerja sebagai variabel intervening dibawah bimbingan ibuk vivi nila sari , S.E., M.M dan Chintya Ones Charly, S.E.,M.M

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *work life balance* dan *leader member exchange* terhadap loyalitas anggota dengan kepuasan kerja sebagai variabel intervening pada karyawan polres solok selatan. Metode yang digunakan adalah *Structur Equation Modeling (SEM)* dengan *Partial Least Square (PLS)* 3.0. Dengan mengendarkan kuesioner sebanyak 160 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel pengaruh *work life balance* terhadap variabel kepuasan kerja . Terdapat pengaruh positif yang signifikan antara variabel *leader member exchange* terhadap variabel kepuasan kerja. Terdapat pengaruh positif yang signifikan antara variabel *work life balance* terhadap variabel loyalitas anggota. Terdapat pengaruh positif yang signifikan antara variabel *leader member exchange* terhadap variabel loyalitas anggota. Terdapat pengaruh positif yang signifikan antara variabel kepuasan kerja terhadap variabel loyalitas anggota. Terdapat pengaruh positif yang signifikan antara variabel *work life balance* terhadap variabel loyalitas anggota melalui kepuasan kerja. Terdapat pengaruh positif yang signifikan antara variabel *leader member exchange* terhadap variabel loyalitas anggota melalui kepuasan kerja

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

ABSTRACT

MEDYTIA ADISTY, 19101155310758, majoring in management in 2019, the effect of work life balance and leader member exchange on member loyalty with job satisfaction as an intervening variable under the guidance of Ibuk Vivi Nila Sari, S.E., M.M and Chintya Ones Charly, S.E.,M.M.

This study aims to determine how much influence work life balance and leader member exchange have on member loyalty with job satisfaction as an intervening variable for Solok Selatan Police employees. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating a questionnaire of 160 respondents.

The results of the data analysis concluded that there was a significant positive effect between the variables of the influence of work life balance on the variable of job satisfaction. There is a significant positive effect between the leader member exchange variable on the job satisfaction variable. There is a significant positive influence between work life balance variables on member loyalty variables. There is a significant positive effect between the leader member exchange variable on the member loyalty variable. There is a significant positive effect between job satisfaction variables on member loyalty variables. There is a significant positive influence between the work life balance variable on the member loyalty variable through job satisfaction. There is a significant positive effect between the leader member exchange variable on the member loyalty variable through job satisfaction

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