

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Leader Member Exchange* Dan Keseimbangan Kehidupan Kerja Terhadap Kinerja Pegawai Dengan Motivasi Kerja Sebagai Variabel Intervening Pada Kantor Bank Nagari Cabang Tapan. Penelitian ini adalah model *Struktural Equation Modeling* (SEM) dengan alat bantu analisi SmartPLS 3.0. Populasi dan sampel penelitian ini adalah pegawai Kantor Bank Nagari Cabang Tapan. Hasil penelitian menemukan terdapat pengaruh negatif dan tidak signifikan antara *Leader Member Exchange* terhadap Motivasi Kerja. Terdapat pengaruh positif dan signifikan antara Keseimbangan Kehidupan Kerja terhadap Motivasi Kerja. Terdapat pengaruh positif dan signifikan antara *Leader Member Exchange* terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan antara Motivasi Kerja Terhadap Kinerja Pegawai. Motivasi Kerja tidak memediasi *Leader Member Exchange* terhadap Kinerja Pegawai. Motivasi Kerja memediasi Keseimbangan Kehidupan Kerja terhadap Kinerja Pegawai.

**Kata Kunci:** *Leader Member Exchange*, Keseimbangan Kehidupan Kerja, Motivasi Kerja, Kinerja Pegawai

## **ABSTRACT**

*The purpose of this study was to determine how much influence Leader Member Exchange and Work Life Balance have on Employee Performance with Work Motivation as an Intervening Variable at Bank Nagari Tapan Branch Office. This study is a Structural Equation Modeling (SEM) model with SmartPLS 3.0 analysis tools. The population and sample of this study were employees of Bank Nagari Tapan Branch Office. The results of the study found that there was a negative and insignificant influence between Leader Member Exchange and Work Motivation. There was a positive and significant influence between Work Life Balance and Work Motivation. There was a positive and significant influence between Leader Member Exchange and Employee Performance. There was a positive and significant influence between Work Motivation and Employee Performance. Work Motivation did not mediate Leader Member Exchange on Employee Performance. Work Motivation did mediate Work Life Balance on Employee Performance.*

*Keywords: Leader Member Exchange, Work Life Balance, Work Motivation, Employee Performance*