

## 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 Puskesmas Alahan Panjang Kabupaten Solok. Teknik pemilihan sampel menggunakan random sampling dan didapatkan sampel sebanyak 59 responden. Teknik analisis data menggunakan analisis regresi berganda dan analisis jalur menggunakan SPSS 21.

Dari hasil uji secara parsial dapat disimpulkan bahwa *leader member exchange* berpengaruh positif dan signifikan terhadap komitmen organisasi. Kelelahan emosional berpengaruh positif dan signifikan. *Leader member exchange* tidak berpengaruh terhadap kinerja pegawai. Kelelahan emosional berpengaruh negatif dan signifikan terhadap kinerja dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai pada Puskesmas Alahan Panjang Kabupaten Solok. Dari hasil uji analisis jalur dapat disimpulkan bahwa *leader member exchange* berpengaruh signifikan terhadap kinerja pegawai melalui komitmen organisasi dan kelelahan emosional tidak berpengaruh terhadap kinerja pegawai melalui komitmen organisasi pada Puskesmas Alahan Panjang Kabupaten Solok.

Perusahaan disarankan agar meningkatkan komitmen organisasi melalui peningkatan indikator-indikator komitmen organisasi seperti gaji, tunjangan, lingkungan kerja, kepemimpinan dan lain-lain, karena komitmen organisasi mampu memberikan pengaruh yang positif dan signifikan terhadap perilaku Kinerja pegawai. Semakin puas karyawan dalam bekerja, maka akan semakin meningkat perilaku Kinerja pegawai karyawan tersebut.

**Kata kunci : *leader member exchange*, kelelahan emosional, kinerja pegawai, komitmen organisasi**

## **ABSTRACT**

*This study aims to see the extent of the influence of leader member exchange and fatigue on employee performance with commitment as an intervention variable at Alahan Panjang Public Health Center, Solok Regency. The sample selection technique used random sampling and obtained a sample of 59 respondents. The data analysis technique used multiple regression analysis and path analysis using SPSS 21.*

*From the partial test results, it can be concluded that the exchange of leaders has a positive and significant effect on organizational commitment. Emotional exhaustion has a positive and significant effect. Leader member exchange has no effect on employee performance. Emotional exhaustion has a negative and significant effect on performance and organizational commitment which has a positive and significant effect on employee performance at the Alahan Panjang Public Health Center, Solok Regency. From the results of the path analysis test, it can be said that the exchange of leader members has a significant effect on employee performance through the organization and emotional exhaustion has no effect on employee performance through organizational commitment at the Alahan Panjang Public Health Center, Solok Regency.*

*Companies to increase organizational commitment through increasing organizational commitment indicators such as salaries, benefits, work environment, leadership and others, because organizational commitment is able to have a positive and significant influence on employee performance behavior. The more satisfied employees are at work, the performance behavior of these employees will also increase.*

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