

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *Leader member Exchange* dan *Empowerment* terhadap Kinerja Karyawann dengan kepuasan kerja Sebagai Variabel Intervening pada Unit of sp procurement PT. Semen Padang. Populasi dalam penelitian ini adalah karyawan Unit of sp procurement PT. Semen Padang yang berjumlah 67 karyawan. Teknik penarikan sampel adalah total sampel dikarenakan jumlah populasi kurang dari 207 responden sehingga sampel pada penelitian ini adalah seluruh populasi yaitu 67 karyawan. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden. Metode analisis yang digunakan adalah uji outer model dan inner model menggunakan alat pengolahan data smart PLS 3.0. Hasil penelitian menunjukkan pada menunjukkan (a) *Leader Member Exchange* berpengaruh positif dan signifikan terhadap Kepuasan Kerja sebesar 3,316 dengan tingkat signifikan ( $0,002 < 0,05$ ) (b) *Empowerment* berpengaruh positif dan signifikan terhadap Kepuasan Kerja sebesar 3,785 dengan tingkat signifikan ( $0,000 > 0,05$ ) (c) *Leader Member Exchange* tidak berpengaruh positif dan signifikan terhadap Kinerja karyawan sebesar 0,870 dengan tingkat signifikan ( $0,534 > 0,05$ ) (d) *Empowerment* berpengaruh positif dan signifikan terhadap Kinerja Karyawan sebesar 2,858 dengan tingkat signifikan ( $0,004 < 0,05$ ) (e) Kepuasan Kerja tidak berpengaruh positif dan signifikan terhadap Kinerja karyawan sebesar 0,534 dengan tingkat signifikan ( $0,593 > 0,05$ ) (f) *Leader member Exchange* tidak berpengaruh positif dan signifikan terhadap Kinerja karyawan melalui Kepuasan Kerja sebesar 0,527 dengan tingkat signifikan ( $0,598 > 0,05$ ) (g) *Empowerment* tidak berpengaruh positif dan signifikan terhadap Kinerja karyawan melalui Kepuasan Kerja sebesar 0,508 dengan tingkat signifikan ( $0,612 > 0,05$ ) Sumbangan *Leader member Exchange* dan *Empowerment* terhadap Kepuasan Kerja sebesar 0,685 atau 68,5%, sedangkan selebihnya di pengaruhi variabel lain diluar model penelitian ini. Sedangkan sumbangan variabel *Leader member Exchange* dan *Empowerment* terhadap Kinerja PKaryawan sebesar 0,462 atau 746,2%. Selebihnya dipengaruhi oleh variabel lain diluar penelitian ini.

**Kata Kunci:** *Leader Member Exchange, Empowerment, Kinerja Karyawan, Kepuasan Kerja*

### **ABSTRACT**

*This study aims to determine how much influence the Leader member Exchange and Empowerment have on employee performance with job satisfaction as an intervening variable in the procurement unit of PT. Padang Cement. The population in this study were employees of the procurement unit of PT. Semen Padang totaling 67 employees. The sampling technique is the total sample because the population is less than 207 respondents so that the sample in this study is the entire population, namely 67 employees. Methods of collecting data through surveys and distributing questionnaires to employees as respondents. The analytical method used is a test of the outer model and the inner model using the PLS 3.0 smart data processing tool. The results showed that (a) Leader Member Exchange had a positive and significant effect on Job Satisfaction of 3.316 with a significant level ( $0.002 < 0.05$ ) (b) Empowerment had a positive and significant effect on Job Satisfaction of 3.785 with a significant level ( $0.000 > 0.05$ ) (c) Leader Member Exchange has no positive and significant effect on employee performance of 0.870 with a significant level ( $0.534 > 0.05$ ) (d) Empowerment has a positive and significant effect on Employee Performance of 2.858 with a significant level ( $0.004 < 0.05$ ) (e) Job Satisfaction has no positive and significant effect on employee performance of 0.534 with a significant level ( $0.593 > 0.05$ ) (f) Leader member Exchange has no positive and significant effect on employee performance through Job Satisfaction of 0.527 with a significant level ( $0.598 > 0.05$ ) (g) Empowerment has no positive and significant effect on employee performance through Pu Job satisfaction is 0.508 with a significant level ( $0.612 > 0.05$ ). The contribution of Leader member Exchange and Empowerment to Job Satisfaction is 0.685 or 68.5%, while the rest is influenced by other variables outside this research model. Meanwhile, the contribution of Leader member Exchange and Empowerment variables to employee performance is 0.462 or 74.62%. The rest is influenced by other variables outside this research.*

**Keywords:** *Leader Member Exchange, Empowerment, Employee Performance, Job Satisfaction*