

## ABSTRACT

### THE RELATIONSHIP BETWEEN LEADER MEMBER EXCHANGE AND EMPLOYEE PERFORMANCE KOPERASI PERKEBUNAN SAWIT INDAH PIR BUN OPHIR PASAMAN BARAT

Human resources are one of the most important factors that cannot even be separated from an organization, be it an institution or a company. The success of a person's performance is largely determined by the level of competence and commitment to the field of work he is engaged in. The purpose of this study was to see the relationship between leader member exchanges and the performance of employees of the plantation cooperative Sawit Indah PIR BUN Ophir Pasaman Barat. The independent variable of this study is the Leader Member Exchange and the dependent variable is employee performance. The population in this study were all employees of the plantation cooperative Sawit Indah PIR BUN Ophir. The sample of this study used a saturated sampling technique, namely the entire population was sampled. The measuring instrument used in this research is the leader member exchange scale and the performance scale. This research was analyzed using Pearson product moment correlation technique. The results of this study obtained a description of the leader member exchange employees in the high category, amounting to 30%, the medium category 52.5% and 17.5% for the low category, while the performance variables in the high category were 25%, the medium category was 62.5% and 12.5% for the low category. The result of the correlation test shows that there is a significant correlation between the Leader Member Exchange scale and the performance, which is equal to  $r = 0.606$  with  $p = 0.000$ . This shows a positive correlation and the results of the significance test with the help of IBMSPSS Statistic version 21.0, obtained  $p = 0.000 < 0.05$  level of significance means that there is a significant relationship between the Leader Member Exchange and the employee performance of KPS Indah PIR BUN Ophir Pasaman Barat. So it can be concluded that there is a significant relationship between Leader Member Exchange and Employee Performance at KPS Indah PIR BUN Ophir. It can be suggested to the company to increase awareness of employees and employees so that they can implement good relationships with superiors and further improve communication in the company.

Key word : Leader Member Exchange, Employee Performance

## ABSTRAK

### HUBUNGAN ANTARA LEADER MEMBER EXCHANGE DENGAN KINERJA KARYAWAN KOPERASI PERKEBUNAN SAWIT INDAH PIR BUN OPHIR PASAMAN BARAT

Sumber daya manusia merupakan salah satu faktor yang sangat penting bahkan tidak dapat dilepaskan dari sebuah organisasi, baik itu institusi maupun perusahaan. Keberhasilan kinerja seseorang banyak ditentukan oleh tingkat kompetensi dan komitmen terhadap bidang pekerjaan yang ditekuninya. Tujuan penelitian ini adalah untuk melihat hubungan antara leader member exchange dengan kinerja karyawan koperasi perkebunan Sawit Indah PIR BUN Ophir Pasaman Barat. Variabel independen penelitian ini adalah Leader Member Exchange dan variabel dependen adalah kinerja karyawan. Populasi pada penelitian ini seluruh karyawan koperasi perkebunan Sawit Indah PIR BUN Ophir berjumlah 40 orang sampel penelitian ini menggunakan teknik sampling jenuh yaitu seluruh populasi menjadi sampel. Alat ukur yang digunakan dalam penelitian ini adalah skala leader member exchange dan skala kinerja. Penelitian ini dianalisis dengan menggunakan teknik korelasi *product moment pearson*. Hasil penelitian ini diperoleh gambaran *leader member exchange* karyawan pada kategori tinggi yaitu berjumlah 30%, kategori sedang 52,5% dan 17,5% untuk kategori rendah, sedangkan untuk variabel kinerja pada kategori tinggi yaitu 25%, kategori sedang 62,5% dan 12,5% untuk kategori rendah. Hasil uji korelasi, terlihat korelasi yang signifikan antara skala *Leader Member Exchange* dan Kinerja, yaitu sebesar  $r = 0,606$  dengan  $p = 0,000$ . Hal ini menunjukkan korelasi yang positif dan hasil uji signifikansi dengan bantuan IBMSPSS *Statistic* versi 21.0, didapatkan  $p = 0,000 < 0,05$  *level of significant* berarti terdapat hubungan yang signifikan antara Leader Member Exchange dan kinerja karyawan KPS Indah PIR BUN Ophir Pasaman Barat. Jadi dapat disimpulkan bahwa terdapat hubungan yang signifikan antara Leader Member Exchange dan Kinerja pada Karyawan di KPS Indah PIR BUN Ophir. Dapat disarankan kepada perusahaan untuk lebih meningkatkan kepedulian terhadap karyawan dan karyawan agar bisa menerapkan hubungan yang baik dengan atasan dan lebih meningkatkan lagi komunikasi di perusahaan.

Kata kunci : Leader Member Exchange, Kinerja Karyawan