

## ABSTRAK

**Arib Zhafran Fadhil** No BP.17101155310112, jurusan manajemen tahun 2017, dengan judul penelitian “Kepemimpinan Transformasional Dan *Leader Member Exchange* Pengaruhnya Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening Pada Dinas Pangan Kota Solok”. Dibawah bimbingan Ibu **Vivi Nila Sari, SE., M.M** dan Ibu **Nila Pratiwi, S.HI, M.A.**

Penelitian ini bertujuan untuk menguji Kepemimpinan Transformasional Dan *Leader Member Exchange* Pengaruhnya Terhadap Kinerja Pegawai Dengan Perilaku Inovatif Sebagai Variabel Intervening Pada Dinas Pangan Kota Solok. Menggunakan Metode Teknik Analisa terdiri dari Uji Instrumen Data, Uji Asumsi Klasik dan Uji Path dengan program computer *Statistical Program For Social Science* (SPSS) Versi 22.0. Dan mengolah data kuesioner sebanyak 47 responden.

Hasil analisis data menyimpulkan pertama tidak ada pengaruh yang signifikan antara variabel Kepemimpinan Transformasional terhadap variabel Perilaku Inovatif. Kedua tidak ada pengaruh yang signifikan antara variabel *Leader-Member Exchange* terhadap variabel Perilaku Inovatif. Ketiga tidak ada pengaruh yang signifikan antara variabel Kepemimpinan Transformasional terhadap variabel Kinerja Pegawai. Keempat tidak ada pengaruh yang signifikan antara variabel *Leader-Member Exchange* terhadap variabel Kinerja Pegawai. Kelima ada pengaruh yang signifikan antara variabel Perilaku Inovatif terhadap variabel Kinerja Pegawai. Keenam melalui uji path variabel Kepemimpinan Transformasional melalui variabel Perilaku Inovatif sebagai variabel intervening tidak ada pengaruh yang signifikan terhadap variabel Kinerja Pegawai. Ketujuh melalui uji path variabel *Leader-Member Exchange* melalui variabel Perilaku Inovatif sebagai variabel intervening ada pengaruh yang signifikan terhadap variabel Kinerja Pegawai.

**Kata Kunci** : **Kepemimpinan Transformasional, *Leader-Member Exchange*, Perilaku Inovatif, Kinerja Pegawai.**

## **ABSTRACT**

**Arib Zhafran Fadhil** No.Bp.17101155310132, majoring in management in 2017, *Transformational leadership and leader member exchange effects on employee performance with innovative behavior as intervening variables* At the food department of solok city. Under the Supervisor of Mrs. **Vivi Nila Sari, SE., M.M** and Mrs. **Nila Pratiwi, S.HI, M.A.**

*This study aims to examine the Transformational leadership and leader member exchange effects on employee performance with innovative behavior as intervening variables* At the food department of solok city. consisting of Data Instrument Test, Classical Assumption Test and Path Test with the Statistical Program For Social Science (SPSS) version 22.0 computer program. And processing questionnaire data as many as 47 respondents.

*The results of data analysis conclude that there is no significant effect between the variables of Transformational Leadership on the Innovative Behavior variable. Second, there is no significant effect between the Leader-Member Exchange variable on the Innovative Behavior variable. Third, there is no significant effect between the variables of Transformational Leadership on the Employee Performance variable. Fourth, there is no significant effect between the Leader-Member Exchange variable on the Employee Performance variable. Fifth, there is a significant influence between the Innovative Behavior variables on the Employee Performance variable. Sixth, through the path test of the Transformational Leadership variable through the Innovative Behavior variable as the intervening variable, there was no significant effect on the Employee Performance variable. Seventh, through the path test of the Leader-Member Exchange variable through the Innovative Behavior variable as an intervening variable, there is a significant effect on the Employee Performance variable.*

**Keywords** : ***Transformational Leadership, Leader-Member Exchange, Innovative Behavior, Employee Performance.***