

## **ABSTRAK**

Widia Pebriani, No.bp 17101155310465. Manajemen Fakultas Ekonomi dan Bisnis (2021), Pengaruh *Leader-Member Exchange (Lmx)* Dan Lingkungan Kerja Terhadap Kinerja Melalui *Employee Engagement* Sebagai Variabel Intervening Pada Pt Batang Hari Barisan, dibawah bimbingan Ibuk Vivi Nila Sari, S.E., M.M sebagai pembimbing I dan Ibuk Neni Sri Wahyuni Nengsi, S.E., M.M sebagai pembimbing II.

Penelitian ini bertujuan untuk mengetahui apakah *leader member exchange* memiliki pengaruh pada PT. Batang Hari barisan. Metode pengumpulan data melalui penyebaran kuesioner dengan sampel 75 responden karyawan PT.Batang Hari Barisan. Metode yang digunakan adalah uji validitas dan reabilitas, analisis korelasi dan analisis Regresi berganda, untuk uji hipotesis digunakan uji t, uji f, dan *Path Analysis*.

Berdasarkan hasil penelitian didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) *Leader Exchange Member* tidak memengaruhi *work engagement*. (b) Lingkungan kerja tidak memiliki pengaruh signifikan terhadap *Employee Engagement*. (c) *Employee engagement* memiliki pengaruh signifikan terhadap Kinerja Karyawan. Kemudian hasil Path Analysis Hubungan langsung Leader Member Exchange terhadap Employee Engagement sebesar 0,205, Hubungan langsung Lingkungan Kerja terhadap *Employee Engagement* sebesar 0,705.

**Kata Kunci : Leader Member Exchange, Work Engagement, Lingkungan Kerja, Kinerja Karyawan.**

## ***ABSTRACT***

Widia Pebriani, No. bp 17101155310465. Management Faculty of Economics and Business (2021), Influence of Leader-Member Exchange (Lmx) and Work Environment on Performance Through Employee Engagement as Intervening Variables at Pt Batang Hari Barisan, under the guidance of Mrs. Vivi Nila Sari, SE , MM as supervisor I and Ibu Neni Sri Wahyuni Nengsi, SE, MM as supervisor II.

This study aims to determine whether the leader member exchange has an influence on PT. Batang Hari line. Methods of collecting data through questionnaires with a sample of 75 employees of PT. Batang Hari Barisan as respondents. The methods used are validity and reliability tests, correlation analysis and multiple regression analysis, for hypothesis testing, t test, f test, and path analysis are used.

Based on the research results obtained based on the partial test (t test) obtained: (a) Leader Exchange Member does not affect work engagement. (b) The work environment does not have a significant influence on Employee Engagement. (c) Employee engagement has a significant effect on Employee Performance. Then the results of Path Analysis The direct relationship of Leader Member Exchange to Employee Engagement is 0.205, the direct relationship of the Work Environment to Employee Engagement is 0.705.

**Keywords: Leader Member Exchange, Work Engagement, Work Environment, Employee Performance.**