

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Leader Member Exchange* (LMX) Dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behaviour* (OCB) Sebagai Variabel Intervening Pada CV. Metraco Di Kota Padang. Metode analisis data menggunakan kuesioner, dengan sampel 70 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur.

Berdasarkan hasil penelitian menunjukkan bahwa *Leader Member Exchange* (LMX) Dan Budaya Organisasi berpengaruh positif dan signifikan Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behaviour* (OCB) Sebagai Variabel Intervening. Kontribusi variabel *Leader Member Exchange* (LMX) Dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behaviour* (OCB) Sebagai Variabel Intervening berpengaruh sebesar 60,5% sedangkan sisanya sebesar 39,5% di pengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Kinerja Karyawan dengan meningkatkan *Leader Member Exchange* (LMX), Budaya Organisasi, Dan *Organizational Citizenship Behaviour* (OCB) pada CV. Metraco Di Kota Padang melalui masing-masing indikator.

**Kata Kunci:** *Leader Member Exchange* (LMX), Budaya Organisasi, *Organizational Citizenship Behaviour* (OCB) Dan Kinerja Karyawan

## ABSTRACT

*The purpose of this study was to determine how big the influence of the Leader Member Exchange (LMX) and Organizational Culture on Employee Performance through Organizational Citizenship Behavior (OCB) as an Intervening Variable in CV. Metraco in the city of Padang. Methods of data analysis using a questionnaire, with a sample of 70 respondents. The data analysis method used is multiple linear regression analysis and path analysis.*

*Based on the results of the study, it shows that the Leader Member Exchange (LMX) and Organizational Culture have a positive and significant effect on Employee Performance through Organizational Citizenship Behavior (OCB) as an Intervening Variable. The Contribution of Leader Member Exchange (LMX) and Organizational Culture to Employee Performance Through Organizational Citizenship Behavior (OCB) as an Intervening Variable has an effect of 60.5% while the remaining 39.5% is influenced by other variables outside of this study.*

*Based on the results of this study, it is expected that the Company's Management can improve employee performance by increasing the Leader Member Exchange (LMX), Organizational Culture, and Organizational Citizenship Behavior (OCB) on CV. Metraco in Padang City through each indicator.*

*Keywords: Leader Member Exchange (LMX), Organizational Culture, Organizational Citizenship Behavior (OCB) And Employee Performance*