

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *leader member exchange* dan iklim organisasi terhadap kinerja karyawan dengan *organizational citizenship behavior* sebagai variabel intervening studi kasus di Melati Swalayan Kota Bangko Kab. Merangin. Metode yang digunakan adalah analisis regresi linier berganda dan analisis jalur. Dengan mengedarkan kuesioner sebanyak 35 responden.

Hasil diperoleh Terdapat pengaruh positif dan signifikan *Leader Member Exchange* terhadap OCB pada Karyawan Melati Swalyan Kota Bangko Kab. Merangin. Terdapat pengaruh positif dan signifikan Iklim Organisasi terhadap OCB pada Karyawan Melati Swalyan Kota Bangko Kab. Merangin. Terdapat pengaruh positif dan signifikan *Leader Member Exchange* terhadap Kinerja Karyawan pada Karyawan Melati Swalayan Kota Bangko Kab. Merangin. Terdapat pengaruh positif signifikan Iklim Organisasi terhadap Kinerja Karyawan pada Karyawan Melati Swalyan Kota Bangko Kab. Merangin. Terdapat pengaruh positif dan signifikan OCB terhadap Kinerja Karyawan pada Karyawan Melati Swalayan Kota Bangko Kab. Merangin. OCB tidak memediasi pengaruh *Leader Member Exchange* terhadap Kinerja Karyawan pada Karyawan Melati Swalayan Kota Bangko Kab. Merangin. OCB memediasi pengaruh Iklim Organisasi terhadap Kinerja Karyawan pada Karyawan Melati Swalyan Kota Bangko Kab. Merangin.

Kata Kunci: *Leader Member Exchange*, Iklim Organisasi, *Organizational Citizenship Behavior* dan Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of leader member exchange and organizational climate on employee performance with organizational citizenship behavior as an intervening variable case study in Melati Swalyan Kota Bangko Kab. Merangin. The method used is multiple linear regression analysis and path analysis. By distributing questionnaires as many as 35 respondents.

The results obtained were that there was a positive and significant effect of Leader Member Exchange on OCB on the employees of Melati Swalyan Kota Bangko Kab.Merangin. There is a positive and significant influence of Organizational Climate on OCB for the employees of Melati Swalyan Kota Bangko Kab.Merangin. There is a positive and significant influence of the Leader Member Exchange on Employee Performance on the Employees of Melati Swalyan Kota Bangko Kab.Merangin. There is a significant positive effect of Organizational Climate on Employee Performance of the Employees of Melati Swalyan Kota Bangko Kab.Merangin. There is a positive and significant effect of OCB on Employee Performance on the Employees of Melati Swalyan Kota Bangko Kab.Merangin. OCB does not mediate the influence of Leader Member Exchange on Employee Performance on Employees of Melati Swalyan Kota Bangko Kab.Merangin. OCB mediates the influence of Organizational Climate on Employee Performance on the Employees of Melati Swalyan Kota Bangko Kab.Merangin.

Keywords: *Leader Member Exchange, Organizational Climate, Organizational Citizenship Behavior and Employee Performanc*