

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan mengkaji Pengaruh Leader Member Exchange (LMX) dan Career Development terhadap Kinerja Karyawan Dengan Motivasi Sebagai Variabel Intervening Di Dinas Perumahan, Kawasan Permukiman Dan Kebersihan Kota Tebing Tinggi. Penelitian ini dilakukan pada karyawan Di Dinas Perumahan, Kawasan Permukiman Dan Kebersihan Kota Tebing Tinggi pada Tahun 2021 dengan dengan jumlah sampel sebanyak 62 karyawan. Sampel penelitian ini ditentukan dengan total Sampling. Teknik yang digunakan dalam pengumpulan data adalah observasi dan kuesioner. Alat uji analisis yang digunakan adalah SmartPLS v.2.9 . Hasil penelitian ini menunjukkan bahwa Leader Member Exchange berpengaruh positif terhadap Motivasi, Career Development berpengaruh positif terhadap Motivasi, Motivasi berpengaruh positif terhadap kinerja karyawan, Leader Member Exchange dan Career Development tidak terbukti berpengaruh secara tidak langsung terhadap kinerja karyawan.

**Kata Kunci :** *Leader Member Exchange, Career Development, Motivasi kerja, kinerja karyawan.*

## **ABSTRACT**

*This study aims to determine and examine the influence of Leader Member Exchange (LMX) and Career Development on Employee Performance With Motivation as an Intervening Variable in the Department of Housing, Settlements and Cleanliness of Tebing Tinggi City. This research was conducted on employees at the Tebing Tinggi City Housing, Settlement and Cleanliness Office in 2021 with a total sample of 62 employees. The sample of this study was determined by total sampling. The technique used in data collection is observation and questionnaires. The analytical test tool used is SmartPLS v.2.9 . The results of this study indicate that Leader Member Exchange has a positive effect on motivation, Career Development has a positive effect on motivation, Motivation has a positive effect on employee performance, Leader Member Exchange and Career Development have no indirect effect on employee performance.*

**Keywords:** *Leader Member Exchange, Career Development, Work motivation, employee performance.*