

ABSTRAK

Ahmad Adrian Hasibuan Nim 7193210015, “Pengaruh-Leader Member Exchange, Motivasi Kerja Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pt Dhirga Surya Sumatera Utara.” Skripsi Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan 2023.

Penelitian ini dilakukan untuk mengetahui apakah ada pengaruh *Leader-Member Exchange*, Motivasi Kerja, dan Komitmen Organisasi Terhadap Kinerja Karyawan Pt Dhirga Surya Sumatera Utara.” Skripsi Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan 2023. Penelitian ini menggunakan kuantitatif, populasi dalam penelitian ini berjumlah 60 Karyawan Pada PT. Dhirga Surya Sumatera Utara.

Teknik pengambilan sampel yang digunakan adalah total sampling dan diperoleh sampel sebanyak 60 Responden yang telah memenuhi kriteria yang telah di tentukan. Teknik pengumpulan data dalam penelitian dilakukan dengan Uji F, Uji t dan Koefisien determinasi yang sebelumnya data telah di uji menggunakan uji validitas, uji realibilitas dan uji asumsi klasik. Pengolahan data menggunakan program SPSS 25.

Hasil penelitian menunjukkan secara parsial bahwa Pengaruh *Leader-Member Exchange* sebesar 51%, Motivasi Kerja sebesar 37%, dan Komitmen Organisasi sebesar 96% berpengaruh signifikan terhadap Kinerja Karyawan. Secara simultan *Leader Member Exchange*, Motivasi Kerja, dan Komitmen Organisasi berpengaruh signifikan terhadap Kinerja Karyawan. Koefisien Determinasi yang disesuaikan ($\text{adjusted } R^2$) yang berarti variabel *Leader-Member Exchange*, Motivasi Kerja, dan Komitmen Organisasi mampu memberikan kontribusi terhadap pengaruh Kinerja Karyawan sementara sisanya ditentukan oleh variabel-variabel lain diluar model penelitian ini. Hal ini menunjukkan bahwa masih terdapat variabel-variabel lain yang dapat menjelaskan Kinerja Karyawan Karyawan.

Kata Kunci: *Leader-Member Exchange*, Motivasi Kerja, Komitmen Organisasi, Kinerja Karyawan.

ABSTRACT

Ahmad Adrian Hasibuan Nim 7193210015, "The Influence of Leader-Member Exchange, Work Motivation and Organizational Commitment on Employee Performance of Pt Dhirga Surya North Sumatra." Management Thesis, Faculty of Economics, Medan State University 2023.

"This research was conducted to find out whether there is an influence of Leader-Member Exchange, Work Motivation, and Organizational Commitment on the Employee Performance of Pt Dhirga Surya North Sumatra." Thesis Department of Management, Faculty of Economics, Medan State University 2023. This research uses quantitative, the population in this research is 60 employees at PT. Dhirga Surya, North Sumatra.

The sampling technique used was total sampling and a sample of 60 respondents was obtained who met the specified criteria. The data collection technique in the research was carried out using the F test, t test and coefficient of determination. Previously the data had been tested using the validity test, reliability test and classical assumption test. Data processing using the SPSS 25 program.

The research results show simultaneously that the influence of Leader-Member Exchange by 51%, Work Motivation by 37%, and Organizational Commitment by 96% have a significant effect on employee performance. Simultaneously Leader-Member Exchange, Work Motivation, and Organizational Commitment have a significant effect on Employee Performance. The adjusted coefficient of determination (adjusted R²), which means that the Leader-Member Exchange, Work Motivation and Organizational Commitment variables are able to contribute to the influence of Employee Performance while the rest is determined by other variables outside this research model. This shows that there are still other variables that can explain Employee Performance.

Keywords: Leader-Member Exchange, Work Motivation, Organizational Commitment, Employee Performance.