

HUBUNGAN ANTARA *LEADER-MEMBER EXCHANGE* DAN *JOB SATISFACTION* DENGAN *EMPLOYEE ENGAGEMENT* SEBAGAI VARIABEL MEDIATOR PADA PERAWAT

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ABSTRAK

Penelitian ini bertujuan untuk melihat hubungan antara *Leader-Member Exchange* (LMX) dan *job satisfaction* dengan *employee engagement* sebagai variabel mediator pada perawat. Penelitian ini memiliki empat hipotesis. Hipotesis yang pertama, LMX memiliki hubungan positif signifikan dengan *job satisfaction*. Kedua, LMX memiliki hubungan positif signifikan dengan *employee engagement*. Ketiga, *employee engagement* memiliki hubungan positif signifikan dengan *job satisfaction*. Kemudian, hipotesis keempat pada penelitian ini yaitu *employee engagement* memediasi hubungan antara LMX dan *job satisfaction*. Subjek dalam penelitian ini berjumlah sebanyak 159 karyawan yang berprofesi sebagai perawat di sebuah rumah sakit negeri dan swasta di Sragen, Jawa Tengah. Skala yang digunakan dalam penelitian ini merupakan skala yang telah diadaptasi dari Liden dan Maslyn (1998) untuk LMX, Hackman dan Oldham (1975) untuk *job satisfaction*, dan Saks (2006) untuk *employee engagement*. Reliabilitas skala dalam penelitian ini adalah skala LMX sebesar $\alpha = 0.800$, reliabilitas skala *job satisfaction* sebesar $\alpha = 0.852$, dan skala *engagement* adalah sebesar $\alpha = 0.758$. Pengujian hipotesis dilakukan dengan menggunakan analisis korelasional dengan bantuan program IBM statistik 22. Hasil analisis menunjukkan bahwa hipotesis pertama dan kedua diterima, sedangkan hipotesis keempat gugur. Diketahui nilai korelasi sebesar 0.539 dengan nilai signifikansi sebesar $p = 0.000$ ($p < 0.05$) untuk hubungan antara LMX dan *job satisfaction*, serta nilai korelasi sebesar 0.184 dengan nilai signifikansi sebesar $p = 0.020$ ($p < 0.05$) untuk hubungan antara LMX dan *employee engagement*.

Kata kunci: *Leader-Member Exchange*, *Employee Engagement*, *Job Satisfaction*.

THE RELATIONSHIP BETWEEN LEADER-MEMBER EXCHANGE AND JOB SATISFACTION WITH EMPLOYEE ENGAGEMENT AS A MEDIATING ROLE IN NURSES

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ABSTRACT

This research aimed to find the relationship between Leader-Member Exchange (LMX) and job satisfaction with employee engagement as the mediator variable. This research has four hypotheses. The first hypotheses is LMX has a significant positive relationship with job satisfaction. Second, LMX has a significant positive relationship with employee engagement. Third, employee engagement has a significant positive relationship with job satisfaction. Then, the fourth hypotheses in this research is employee engagement mediated the relationship between LMX and job satisfaction. The amount of subjects for this research is 159 nurses who work in a public hospital in Sragen, Central Java. The measurement tools that is used for this research is the scale that has been adapted from Liden and Maslyn (1998) for LMX, Hackman and Oldham (1975) for job satisfaction, and Saks (2006) for employee engagement. The measurement reliability in this research is $\alpha = 0.800$ for LMX, $\alpha = 0.852$ for job satisfaction, and $\alpha = 0.758$ for employee engagement. Hypotheses trial is done using correlational analysis with IBM statistic version 22. The analysis result shows that the first and second hypotheses in this research are accepted, whereas the fourth hypotheses is not supported. It is known that the value of correlation is 0.539 with signification $p = 0.000$ ($p < 0.05$) for the relationship between LMX and job satisfaction, and 0.184 with signification $p = 0.020$ ($p < 0.05$) for the relationship between LMX and employee engagement.

Keywords: Leader-Member Exchange, Employee Engagement, Job Satisfaction.