

**HUBUNGAN ANTARA *TEAM MEMBER EXCHANGE*  
DENGAN KINERJA PADA KARYAWAN CV SOLUSI DISTRIBUSI  
DI YOGYAKARTA**

*Agustinus Karuniawan Vishnuaji*

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara *team member exchange (TMX)* dengan kinerja. Hipotesis dalam penelitian ini yaitu terdapat hubungan positif antara *team member exchange (TMX)* dan kinerja. Subjek dalam penelitian adalah karyawan CV Solusi Distribusi yang berjumlah 30 orang terdiri 18 subjek laki-laki dan 12 subjek perempuan. Pengumpulan data dilakukan dengan menggunakan skala *TMX* dan kinerja yang dikembangkan oleh peneliti. Skala *TMX* terdiri dari 20 item dengan nilai koefisien reliabilitas alpha berstrata 0,877. Skala kinerja terdiri dari 40 item dengan nilai koefisien reliabilitas alpha berstrata 0,92. Penelitian ini merupakan penelitian kuantitatif dengan teknik analisis *Spearman's Rho* karena tidak menggunakan syarat normalitas data. Nilai koefisien korelasi antara *TMX* dan kinerja adalah 0,666 dengan taraf signifikansi sebesar 0,000 ( $p < 0,05$ ). Hasil ini menunjukkan bahwa hubungan positif yang signifikan antara *TMX* dan kinerja.

Kata kunci : *team member exchange (TMX)*, kinerja



**RELATIONSHIP BETWEEN TEAM MEMBER EXCHANGE  
AND PERFORMANCE ON EMPLOYEE CV SOLUSI DISTRIBUSI  
IN YOGYAKARTA**

*Agustinus Karuniawan Vishnuaji*

**ABSTRACT**

*The purpose of this research was to determine the relationship between team member exchange and performance. The hypothesis of this research were a positive relationship between team member exchange (TMX) and performance. This research was involved 30 employee of CV Solusi Distribusi consisting of 18 men and 12 women. Data were collected by TMX and performance scales that developed by researcher. The TMX scales included 20 items with coefficient reliability of alpha stratified 0,877. The performance scales included 40 items with coefficient reliability of alpha stratified 0,92. This research design is quantitative research with Spearman's Rho correlation analysis technique due doesn't use normality data requirements. Coefficient correlation between TMX and performance are 0,666 with significance degree of 0,000 ( $p < 0,05$ ). The result shows that there is a significant positive correlation between TMX and performance.*

Keywords : team member exchange (TMX), performance

