

**HUBUNGAN ANTARA DIMENSI *LEADER MEMBER EXCHANGE* (LMX)
DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN SUMBER
BARU KIA YOGYAKARTA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara dimensi *Leader Member Exchange* (LMX) dengan *Employee Engagement* pada karyawan Sumber Baru KIA Yogyakarta. Hipotesis dalam penelitian ini ialah terdapat hubungan positif antara dimensi *Leader Member Exchange* (LMX) dengan *Employee Engagement*. Teknik pengambilan sampel menggunakan *purposive sampling* dengan jumlah subjek sebanyak 75 orang. Subjek pada penelitian ini ialah karyawan Sumber Baru KIA yang telah bekerja minimal selama 1 tahun dan berstatus sebagai karyawan tetap. Penelitian ini menggunakan dua skala likert, yaitu Skala *Employee Engagement* dan Skala *Leader Member Exchange* (LMX). Reliabilitas Skala *Employee Engagement* adalah 0,921. Reliabilitas Skala Dimensi Afeksi ialah 0,748, reliabilitas Skala Dimensi Kontribusi ialah 0,711, reliabilitas Skala Dimensi Loyalitas ialah 0,722, dan reliabilitas Skala Dimensi Penghormatan Profesional ialah 0,657. Metode analisis data dilakukan menggunakan teknik korelasi *Spearman Rho*. Hasil analisis data menunjukkan bahwa Dimensi Afeksi dengan variabel *Employee Engagement* memperoleh koefisien korelasi sebesar 0,268 dengan taraf signifikansi 0,010. Dimensi Kontribusi dengan variabel *Employee Engagement* memperoleh koefisien korelasi sebesar 0,391 dengan taraf signifikansi 0,000. Dimensi Loyalitas dengan variabel *Employee Engagement* memperoleh koefisien korelasi sebesar 0,198 dengan taraf signifikansi 0,044. Dimensi Penghormatan Profesional dengan variabel *employee engagement* memperoleh koefisien korelasi sebesar -0,166 dengan taraf signifikansi 0,077. Hasil tersebut menunjukkan bahwa Dimensi Afeksi, Kontribusi, dan Loyalitas memiliki hubungan positif yang signifikan dengan *Employee Engagement*. Di sisi lain, Dimensi Penghormatan Profesional memiliki hubungan negatif yang tidak signifikan dengan variabel *Employee Engagement*. Analisis tambahan dilakukan dan diperoleh hasil bahwa ada hubungan positif yang signifikan antara variabel *Leader Member Exchange* (LMX) dengan variabel *Employee Engagement* dilihat dari koefisien korelasi sebesar 0,258 dan taraf signifikansi 0,013.

Kata kunci : dimensi *Leader Member Exchange* (LMX), *Leader Member Exchange* (LMX), *Employee Engagement*

**THE RELATIONSHIP BETWEEN THE DIMENSION OF LEADER
MEMBER EXCHANGE (LMX) AND EMPLOYEE ENGAGEMENT ON
SUMBER BARU KIA YOGYAKARTA'S EMPLOYEES**

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ABSTRACT

This research was aimed to find out the relationship between the dimension of Leader Member Exchange (LMX) and Employee Engagement on Sumber Baru KIA Yogyakarta's employees. The hypothesis of this study was there was a positive relationship between the dimension of Leader Member Exchange (LMX) with Employee Engagement. Sample was taken by purposive sampling technique with the total of subjects were 75 peoples. Subjects in this research were Sumber Baru KIA Yogyakarta's employees who had worked for at least one year and got status as permanent employees. This research used two kind of Likert scale which were Employee Engagement Scale and Leader Member Exchange (LMX) Scale. Employee Engagement Scale reliability was 0.921, Affection Dimension Scale reliability was 0.748, Contribution Dimension Scale reliability was 0.711, Loyalty Dimension Scale reliability was 0.722, and the reliability of Professional Respect Dimension Scale was 0.657. Data was analyzed using Spearman Rho correlation technique. The result showed that Affection Dimension and Employee Engagement obtained the correlation coefficient of 0.268 with a significance level of 0,010. Contribution Dimension and Employee Engagement obtained the correlation coefficient of 0.391 with a significance level of 0.000. Loyalty Dimension and Employee Engagement obtained the correlation coefficient of 0.198 with a significance level of 0.044. Professional Respect Dimension and Employee Engagement got correlation coefficient of -0.166 with a significance level of 0.077. The results showed that the dimensions of Affection, Contribution, and Loyalty had significant positive relationship with Employee Engagement. On the other hand, Professional Respect Dimension had a negative correlation that not significant with Employee Engagement. Additional analysis were performed and the result showed that there was a significant positive relationship between the Leader Member Exchange (LMX) and Employee Engagement with correlation coefficient of 0.258 and a significance level of 0.013.

Keywords : Dimension of Leader Member Exchange (LMX), Leader Member Exchange (LMX), Employee Engagement