

HUBUNGAN ANTARA DIMENSI *LEADER MEMBER EXCHANGE* (LMX) DENGAN KOMITMEN ORGANISASI

Adella Putri Christian Lay

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara dimensi *Leader member Exchange* (LMX) dengan Komitmen Organisasi. Subjek dalam penelitian ini berjumlah 158 karyawan dari PT. B, PT. C, PT. D, dan PT. E yang dipilih dengan menggunakan metode *purposive sampling*, yaitu hanya karyawan yang bertemu di setiap hari kerja dengan pemimpinnya dan sudah bekerja di sebuah perusahaan selama minimal 1 tahun. Alat pengumpulan data berupa skala dimensi *Leader Member Exchange* (LMX), yaitu Afeksi dengan reliabilitas $\alpha = 0.918$, Kontribusi $\alpha = 0.778$, Loyalitas $\alpha = 0.851$, dan Penghargaan Profesional $\alpha = 0.908$ serta Komitmen Organisasi $\alpha = 0.936$. Dikarenakan hasil penelitian pada dimensi variabel *Leader Member Exchange* tidak normal maka metode analisa yang digunakan adalah *Spearman Rho* dengan bantuan IBM SPSS versi 21. Hasil analisis menunjukkan bahwa dimensi *Leader Member Exchange* memiliki hubungan yang signifikan dan positif dengan Komitmen Organisasi. Dimensi Afeksi dan Komitmen Organisasi memiliki $\alpha = 0.475$ dengan $p = 0.000$, Dimensi Kontribusi dan Komitmen Organisasi memiliki $\alpha = 0.514$ dengan $p = 0.000$, Dimensi Loyalitas dan Komitmen Organisasi memiliki $\alpha = 0.585$ dengan $p = 0.000$, serta Dimensi Loyalitas dan Komitmen Organisasi memiliki $\alpha = 0.585$ dengan $p = 0.000$.

Kata kunci : dimensi *Leader Member Exchange*, Komitmen Organisasi

CORRELATION BETWEEN DIMENSIONS OF LEADER-MEMBER EXCHANGE (LMX) AND ORGANIZATIONAL COMMITMENT

Adella Putri Christian Lay

ABSTRACT

This research aimed to find out the relationship between Leader Member Exchange (LMX) and Organizational Commitment. Subject of this study were included 158 employees of PT B, PT. C, PT. D, and PT. E and had been chosen by purposive sampling method, with employees who always met their leader on workdays and had worked for at least one year. Data collection tools used in this study were scale of dimension Leader Member Exchange, that are Affection with reliability $\alpha = 0.918$, Contribution $\alpha = 0.778$, Loyalty $\alpha = 0.851$, and α Professional Respect = 0.908 and Organizational $\alpha = 0.936$. Because the result of Leader Member Exchange's Dimensions showed that the correlation was not normal, analysis method used in this study was Spearman Rho Correlation Technique through SPSS 21 software. The result showed that Leader Member Exchange's dimensions had significant positive correlation with Organizational Commitment. The result showed that correlation between Affection Dimension and Organizational Commitment was $\alpha = 0.475$ with $p = 0.000$, Contribution Dimension and Organizational Commitment was $\alpha = 0.514$ with $p = 0.000$, Loyalty Dimension and Organizational Commitment was $\alpha = 0.585$ with $p = 0.000$, and also Professional Respect Dimension and Organizational Commitment $\alpha = 0.585$ with $p = 0.000$.

Key Word: Leader Member Exchange's dimensions, Organizational Commitment