

# Meningkatkan leader member exchange dari bawahan dan kepuasan terhadap atasan melalui pelatihan coaching bagi penyelia di PT. X = Increasing leader member exchange from subordinate and supervision satisfaction through coaching for supervisor training at PT. X

Kartika Sarisusantini, author

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## Abstrak

Penelitian ini difokuskan pada usaha untuk meningkatkan leader member exchange dari bawahan dan kepuasannya terhadap atasan. Alat ukur yang digunakan dalam penelitian ini adalah alat ukur leader member exchange yang diadaptasi dari Liden dan Maslyn (1998) dan faset kepuasan terhadap atasan dari Job Satisfaction Survey (Spector, 1997). Hasil analisis korelasi Pearson terhadap 35 orang bawahan di PT. X, ditemukan bahwa terdapat hubungan yang positif dan signifikan antara leader member exchange dan kepuasan terhadap atasan ( $r = 0.522$  dan signifikansi  $0.001$ ). Leader member exchange bawahan di PT. X tergolong rendah, oleh karena itu diusulkan intervensi coaching dari atasan kepada bawahan. Untuk itu, atasan perlu diberikan pelatihan dasar coaching dan buku panduan coaching. Walau sebatas sosialisasi kepada manajemen PT. X, tanggapan yang diberikan positif. Dengan demikian, pelatihan dan buku panduan coaching tersebut sesuai untuk diberikan kepada para atasan PT. X, sehingga diharapkan leader member exchange dan kepuasan terhadap atasan dapat meningkat.

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This research is focused on the effort to improve leader member exchange from subordinate and their supervision satisfaction at PT. X. Measurement scale that is used in this research are leader member exchange scale from Liden and Maslyn (1998) and supervisory facet from Job Satisfaction Survey (Spector, 1997). Pearson correlation analysis from 35 subordinates at PT. X shows that there's a positive and significant correlation between leader member exchange and supervisory satisfaction ( $r = 0.522$  and significance  $0.001$ ). Leader member exchange from subordinates at PT. X are low, therefore coaching intervention from superordinate to subordinate was proposed. To that end, superordinate need to be given basic coaching training and guidance book about coaching. Although it just socialization to the management of PT. X, the response is positive. Coaching training and guidance book of coaching are suitable to be given at PT. X, so that leader member exchange and supervisory satisfaction are expected to increase.