

# Hubungan antara leader member exchange (LMX) dan kinerja karyawan PT Krakatau Steel (Persero) Tbk. = relationship between leader member exchange (LMX) and employees? performance of PT. Krakatau Steel (Persero) Tbk.

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## Abstrak

**ABSTRAK**  
Penelitian ini bertujuan untuk menganalisis hubungan antara Leader Member Exchange (LMX) dan kinerja karyawan di perusahaan bidang industri manufaktur yang mengolah serta memproduksi besi dan baja. LMX didefinisikan sebagai hubungan dua arah yang dinamis antara pemimpin dan karyawan dimana pemimpin akan memperlakukan karyawan secara berbeda sesuai dengan waktu dan kemampuan yang dimiliki oleh atasan tersebut (Graen dan Cashman, 1975). LMX merupakan variabel multidimensional, memiliki empat dimensi yaitu kontribusi, loyalitas, afeksi dan respek terhadap profesi (Liden dan Maslyn, 1998) yang diukur melalui LMX-MDM dalam the Indonesian Quality of Work Life Questionnaire (IQWiQ) (Radikun, 2010). Kinerja adalah nilai total yang diharapkan oleh perusahaan dari pekerjaan yang dilakukan seseorang selama periode waktu tertentu yang diukur melalui alat ukur kinerja dari Casimir et al (2006) dan telah diadaptasi dalam the Indonesian Quality of Work Life Questionnaire (IQWQ) (Radikun, 2010). Sampel dalam penelitian ini mencakup 113 karyawan dari 13 divisi PT Krakatau Steel (Persero) Tbk yang terdiri dari 7 divisi lapangan dan 6 divisi back office. Hasil analisis menunjukkan bahwa tidak ada hubungan antara LMX dengan kinerja karyawan PT Krakatau Steel (Persero) Tbk. ( $r=+0.179$ ,  $p>0.05$ , two tailed). Tetapi, hasil analisis menunjukkan terdapat korelasi yang signifikan antara dimensi kontribusi dari LMX dan kinerja karyawan divisi lapangan PT Krakatau Steel (Persero) Tbk. ( $r=+0.277$ ,  $p<0.05$ ).

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## Abstract

This research is to analyze the relationship between Leader Member Exchange (LMX) and employees? performance in iron and steel manufacturing industry. LMX is defined as the dynamic two-way relationship between the leaders and the employees in which the leaders will treat the employees differently according to the time and competence of the respective leaders (Graen and Cashman, 1975). LMX is multi-dimentional variable with four dimensions which are contribution, loyalty, affection, and respect to their profession (Liedn and Maslyn, 1998) measured through LMX-MDM in Indonesian Quality of Work Life Questionnaire (IQWiQ) (Radikun, 2010). Performance is defined as the total expected value to the organization of the discrete behavioral episodes that an individual carries out over a standard period of time measured with work

performance measuring tool from Casimir et.al (2006) which has been adapted to the Indonesian Quality of Work Life Questionnaire (IQWQ) (Radikun, 2010). The samples in this research are 113 employees from 13 divisions in PT Krakatau Steel (Persero) Tbk, consist of 7 field divisions and 6 back office divisions. The results of the analysis show that there is no relationship between LMX and employees' performance in PT Krakatau Steel (Persero) Tbk. ( $r=+0.179$ ,  $p>0.05$ , two tailed). But, The results of analysis show that there was significant relationship between contribution dimension of LMX and employees' performance in field division of PT Krakatau Steel (Persero) Tbk. ( $r=+0.277$ ,  $p<0.05$ ).