

# Analisis Pengaruh LMX Terhadap Komitmen Afektif yang Dimediasi Oleh Psychological Empowerment pada Karyawan di Jakarta = The Analysis of LMX Impact towards Affective Commitment Mediated by Psychological Empowerment on Jakarta Employees

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Abstrak

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Penelitian ini bertujuan untuk mengetahui pengaruh leader-member exchange terhadap komitmen afektif dan peran mediasi psychological empowerment dalam hubungan LMX dengan komitmen afektif pada karyawan BUMN dan swasta di Jakarta. Penelitian ini termasuk ke dalam penelitian kuantitatif dan menggunakan kuesioner untuk memperoleh data. Responden penelitian ini berjumlah 218 karyawan tetap di perusahaan BUMN dan swasta yang berlokasi di Jakarta. Analisis data dilakukan dengan menggunakan metode Structural Equation Modelling. Hasil penelitian menunjukkan bahwa LMX berpengaruh positif baik secara langsung maupun tidak langsung terhadap komitmen afektif yang dimiliki karyawan di Jakarta. Penelitian ini juga mengindikasikan bahwa psychological empowerment memediasi secara parsial antara LMX dengan komitmen afektif.

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**ABSTRACT**

This study aims to examine the impact of leader-member exchange (LMX) on affective commitment and also to examine the mediating effect of psychological empowerment on the relationship between LMX and affective commitment on BUMN and private employees in Jakarta area. This study used a questionnaire as data collection tool in order to obtain the desired research data. The questionnaire filled by 218 respondents, with the number comprising permanent employers from various BUMN and private companies located in Jakarta. The research data is analyzed using Structural Equation Modelling (SEM) method which result shows that LMX has a positive effect, both direct and indirect, on affective commitment of employees in BUMN and private organizations in Jakarta. This study also indicates that psychological empowerment acts as a partial mediator between LMX and affective commitment.