

# Pengaruh Leader Member Exchange Terhadap Innovative Behavior Dengan Job Engagement Dan Organization Engagement Sebagai Mediasi = The Effect of Leader Member Exchange on Innovative Behavior Influenced by the role of Job Engagement and Organization Engagement as Mediator

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Abstrak

**ABSTRAK**

Penelitian ini meneliti mengenai pengaruh Leader Member Exchange Terhadap Innovative Behavior Dengan Job Engagement dan Organization Engagement Sebagai Mediasi. Penelitian ini meneliti pada industri pertambangan menggunakan kuesioner yang didapatkan dari 290 responden yang bekerja di kantor pusat PT XYZ sebagai salah satu perusahaan pertambangan BUMN. Hipotesis penelitian dirumuskan dari penelitian sebelumnya dengan mengalami sedikit modifikasi dan diuji menggunakan structural equation model (SEM). Hasil menunjukkan bahwa Kualitas Leader Member Exchange memiliki efek positif pada Job Engagement, Kualitas Leader Member Exchange memiliki efek negatif pada Organization Engagement, Kualitas Leader Member Exchange memiliki efek positif pada Innovative Behavior, Job engagement memiliki efek positif pada Organization engagement, Job engagement memiliki efek positif pada Innovative Behavior, Organization engagement memiliki efek positif pada Innovative behavior. Job Engagement terbukti memediasi antara Leader Member Exchange dan Innovative Behavior, Organizational Engagement terbukti memediasi antara Leader Member Exchange dan Innovative Behavior di kantor pusat PT XYZ.

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**ABSTRACT**

This study examined the effect of Leader Member Exchange on Innovative Behavior on which is influenced by the role of Job Engagement and Organizational Engagement as a mediator. This research examined the mining industry using a questionnaire obtained from 290 respondents working at Headquarter office of PT XYZ. The research hypothesis was formulated from previous studies and added hypothesis and tested using structural equation model (SEM). The result showed that quality of Leader Member Exchange has positive effect on Job Engagement, quality of Leader Member Exchange has negative effect on Organization Engagement, quality of Leader Member Exchange has positive effect on Innovative Behavior, Job engagement has positive effect on Organization engagement, Job engagement has positive effect on Innovative Behavior, Organization engagement has positive effect on Innovative behavior. While Job Engagement directly influence Leader Member Exchange and Innovative Behavior, Organizational Engagement directly influence Leader Member Exchange and Innovative Behavior of employee at Headquarters office of PT XYZ.