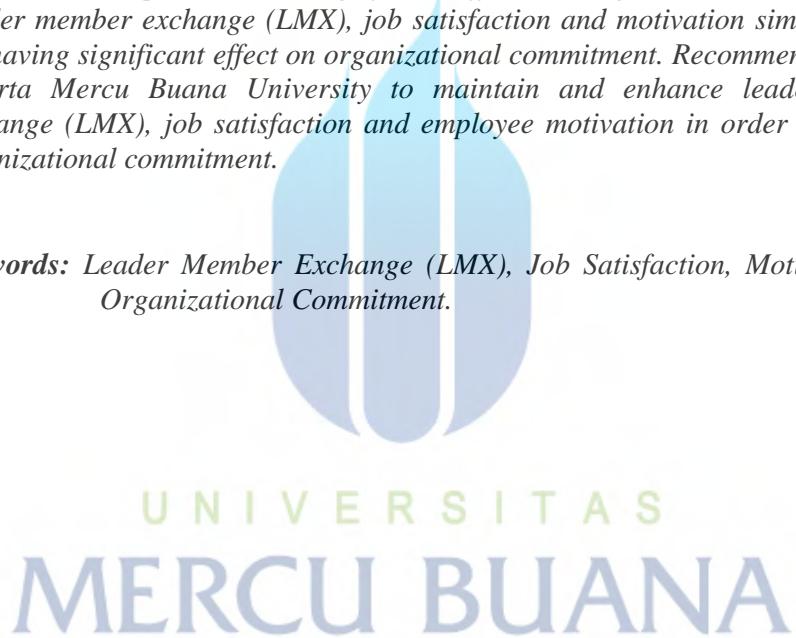


ABSTRACT

This study aims to examine and analyze the effect of leader member exchange (LMX), job satisfaction and motivation on education personnels' organizational commitment of Jakarta Mercu Buana University. This research used causal analysis with quantitative approach. The population is all education personnels of Jakarta Mercu Buana University. The sample collection technique used non-probability sampling with convenience sampling. The sample is 186 education personnels obtained based on Yamane approach formula. Data analysis using multiple linear regression. The result showed that leader member exchange (LMX) has positive and significant effect on organizational commitment. Job satisfaction has positive and significant effect on organizational commitment. Motivation has positive and significant effect on organizational commitment. Leader member exchange (LMX), job satisfaction and motivation simultaneously are having significant effect on organizational commitment. Recommendations for Jakarta Mercu Buana University to maintain and enhance leader member exchange (LMX), job satisfaction and employee motivation in order to increase organizational commitment.

Keywords: *Leader Member Exchange (LMX), Job Satisfaction, Motivation and Organizational Commitment.*



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *leader member exchange* (LMX), kepuasan kerja dan motivasi terhadap komitmen organisasi tenaga kependidikan Universitas Mercu Buana Jakarta. Penelitian ini menggunakan analisis kausal dengan pendekatan kuantitatif. Populasi seluruh tenaga kependidikan Universitas Mercu Buana Jakarta. Teknik pengumpulan sampel menggunakan *non-probability sampling* dengan *convenience sampling*. Sampel 186 tenaga kependidikan diperoleh berdasarkan rumus pendekatan Yamane. Analisa data menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa *leader member exchange* (LMX) berpengaruh positif dan signifikan terhadap komitmen organisasi. Kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi. Motivasi berpengaruh positif dan signifikan terhadap komitmen organisasi. *Leader member exchange* (LMX), kepuasan kerja dan motivasi secara simultan berpengaruh signifikan terhadap komitmen organisasi. Rekomendasi bagi Universitas Mercu Buana Jakarta untuk mempertahankan dan meningkatkan *leader member exchange* (LMX), kepuasan kerja dan motivasi karyawan agar dapat meningkatkan komitmen organisasi.

Kata Kunci : Leader Member Exchange (LMX), Kepuasan Kerja, Motivasi dan Komitmen Organisasi.

