

ABSTRACT

This study aims to find out and further analyze related to LMX, Organizational Culture, on Performance with Organizational Change as a Mediation Variable (Study at the Secretariat General of the DPR RI). The research method used today is quantitative research with a causal method. The research population of all employees of the Secretariat General of the DPR RI using probability sampling technique using the Proportionate Stratified Random Sampling technique with the slovin formula was found with a sample of 208 respondents. The data analysis method used SEM-PLS. The results showed that LMX had a positive and significant effect on organizational change. Organizational culture has a positive and significant effect on organizational change. LMX has no effect on employee performance. Organizational culture has a positive and significant effect on employee performance. Organizational Changes have a positive and significant effect on employee performance. Organizational change is able to mediate the effect of LMX on employee performance. Organizational Change Able to mediate the influence of Organizational Culture on employee performance. Suggestions to re-examine the relationship of Leader Member Exchange to Employee Performance at the Secretariat General of the DPR RI, considering that in this study the findings have a positive relationship but have no significant effect. Judging from the results of the employee performance variable explained by the leader member exchange variable, organizational culture and organizational change are only in the moderate/moderate category.

Keywords: LMX, Organizational Culture, Organizational Change, Employee Performance.

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis lebih lanjut terkait dengan LMX, Budaya Organisasi, terhadap Kinerja dengan Perubahan Organisasi sebagai Variabel Mediasi (Studi pada Sekretariat Jenderal DPR RI). Metode penelitian yang digunakan saat ini adalah penelitian kuantitatif dengan metode kausal. Populasi penelitian seluruh pegawai Sekretariat Jenderal DPR RI dengan teknik pengambilan sampel *probability sampling* dengan teknik *Proportionate Stratified Random Sampling* dengan rumus slovin ditemukan dengan jumlah sampel 208 responden. Metode analisis data menggunakan SEM-PLS. Hasil penelitian menunjukkan bahwa LMX berpengaruh positif dan signifikan terhadap perubahan organisasi. Budaya organisasi berpengaruh positif dan signifikan terhadap perubahan organisasi. LMX tidak berpengaruh terhadap kinerja pegawai. Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Perubahan Organisasi berpengaruh Positif dan Signifikan terhadap Kinerja Pegawai. Perubahan Organisasi mampu memediasi pengaruh LMX terhadap kinerja pegawai. Perubahan Organisasi Mampu memediasi pengaruh Budaya Organisasi terhadap kinerja Pegawai. Saran meneliti kembali hubungan *Leader Member Exchange* terhadap Kinerja Pegawai di Sekretariat Jenderal DPR RI, mengingat pada penelitian ini hasil temuannya memiliki hubungan positif namun tidak berpengaruh signifikan. Dilihat dari hasil variabel kinerja pegawai dijelaskan oleh variabel *leader member exchange*, budaya organisasi dan perubahan organisasi hanya dengan kategori moderat/sedang.

Kata Kunci: LMX, Budaya Organisasi, Perubahan Organisasi, Kinerja Pegawai.

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