

ABSTRACT

Organizational success is influenced by the individual performance of employees so that each organization seeks to manage the human resources it has, including employees of Semen Subdistrict Kediri District office. There are indications of a decrease in the performance of employees of Semen Subdistrict Kediri Regency which is characterized by fluctuations (fluctuations) of the IKM (Community Satisfaction Index) in 2014 - October 2018. So it is necessary to examine the factors that can affect employee performance, such as LMX Exchange Member Leaders and commitments organization.

The purpose of this study was to determine how the influence of Member Exchange Leader (LMX) on employee performance, to determine how the influence of Member Exchange Leader (LMX) on organizational commitment and to find out how the indirect influence of Member Exchange Leader (LMX) on employee performance through organizational commitment .

The population in this study were all employees of Semen District Office, Kediri Regency, East Java, as many as 40 people. The analytical tool used is Path Analysis by retrieving basic data through the distribution of questionnaires.

From the results of the analysis it was concluded that LMX had a significantly positive effect on Organizational Commitment, LMX had a significant positive effect on Employee Performance, Organizational Commitment had a significant positive effect on Employee Performance. Organizational Commitment is a good variable intervening (mediation) especially on the influence of LMX on employee performance

Keywords: LMX, organizational commitment, employee performance