

**PENGARUH LEADER-MEMBER EXCHANGE (LMX) TERHADAP
TURNOVER INTENTION DAN ORGANIZATIONAL CITIZENSHIP
BEHAVIOR (OCB) DENGAN MEANINGFUL WORK SEBAGAI
VARIABEL MEDIASI PADA PT SEMEN INDONESIA (PERSERO) TBK.
PABRIK TUBAN**

Nama Mahasiswa : Adinda Rahma Tri Hatmanti
NIM : 1011510198
Pembimbing : Mirza Dwinanda Ilmawan, S.E, M.M.
Co- Pembimbing : Sekarsari Utami Wijaya, S.Stat., M.Si.

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh LMX (*Leader-Member Exchange*) terhadap *turnover intention* dan OCB (*Organizational Citizenship Behavior*) dengan *meaningfull work* sebagai variabel mediasi pada PT. Semen Indonesia (Persero) Tbk. Pabrik Tuban. Penelitian ini menggunakan teknik analisis *Partial Least Square* (PLS) dengan responden 79 orang (karyawan). Berdasarkan hasil analisa data statistik, *leader-member exchange* berpengaruh positif signifikan terhadap *meaningful work*, negatif tidak signifikan terhadap *turnover intention* dan positif signifikan terhadap *organizational citizenship behavior*. *Meaningful work* berpengaruh negative signifikan terhadap *turnover intention*, dan positif signifikan terhadap *organizational citizenship behavior*. *Meaningful work* memediasi hubungan antara *leader-member exchange* terhadap *turnover intention*. *Meaningful work* tidak memediasi hubungan antara *leader-member exchange* terhadap *organizational citizenship behavior*.

Kata Kunci: *Partial Least Square*, *Leader Member Exchange*, *Turnover intention*, *Organizational Citizenship Behavior*.



~ Halaman Sengaja Dikosongkan ~

**THE EFFECT OF LEADER-MEMBER EXCHANGE (LMX) ON
TURNOVER INTENTION AND ORGANIZATIONAL CITIZENSHIP
BEHAVIOR (OCB) WITH MEANINGFUL WORK AS A MEDIATION
VARIABLE AT PT SEMEN INDONESIA (PERSERO) TBK. TUBAN**

VACTORY

Name : Adinda Rahma Tri Hatmanti
Student ID : 1011510198
Supervisor : Mirza Dwinanda Ilmawan, S.E, M.M.
Co - Supervisor : Sekarsari Utami Wijaya, S.Stat., M.Si.

ABSTRACT

The purpose of this study is to determine and analyze the effect of LMX (Leader-Member Exchange) on turnover intention and OCB (Organizational Citizenship Behavior) with meaningful work as a mediating variable at PT. Semen Indonesia (Persero) Tbk. Tuban factory. This study uses Partial Least Square (PLS) analysis techniques with 79 respondents (employees). Based on the results of statistical data analysis, leader-member exchange has a significant positive effect on meaningful work, negative and insignificant towards turnover intention and significant positive on organizational citizenship behavior. Meaningful work has a significant negative effect on turnover intention, and a significant positive effect on organizational citizenship behavior. Meaningful work mediates the relationship between leader-member exchanges and turnover intention. Meaningful work does not mediate the relationship between leader-member exchanges on organizational citizenship behavior.

Keywords: *Partial Least Square, Leader-Member Exchange, Turnover intention, Organizational Citizenship Behavior.*

~ Halaman Sengaja Dikosongkan ~

