

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *leader member exchange*, *quality work of life*, dan keterlibatan kerja terhadap kinerja karyawan Hotel Sahid Mandarin Pekalongan. Penelitian ini menggunakan pendekatan kuantitatif dengan subyek penelitian sebanyak 57 karyawan Hotel Sahid Mandarin Pekalongan. Metode pengumpulan data menggunakan skala *leader member exchange*, skala *quality work of life*, skala keterlibatan kerja dan skala kinerja karyawan. Metode analisis data yang digunakan menggunakan model regresi linier berganda.

Hasil penelitian menunjukkan bahwa variabel *leader member exchange* berpengaruh positif dan signifikan terhadap kinerja karyawan karyawan. Variabel *quality work of life* berpengaruh positif dan signifikan terhadap kinerja karyawan. dan variabel keterlibatan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Sedangkan variabel *leader member exchange*, *quality work of life*, dan keterlibatan kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci: *Leader Member Exchange*, *Quality Work of Life*, Keterlibatan Kerja, Kinerja Karyawan

## **ABSTRACT**

The study aims to determine whether there is influence of the influence of leader member exchange, quality work life and job involved toward employee performance of Hotel Sahid Mandarin Pekalongan. This research uses quantitative approach with research subject as much as 57 employees of Hotel Sahid Mandarin Pekalongan. Methods of data collection using leader member exchange scale, quality work of life scale, job involved scale and employee performance scale. Data analysis method used using multiple linear regression model.

The result showed that the leader member exchange variable had a positive and significant effect on employee performance. Quality work of life variable had a positive and significant effect on employee performance. And job involved variable had a positive and significant effect on employee performance. While the variables of leader member exchange, quality work life and job involved toward employee performance.

Keyword: Leader Member Exchange, Quality Work of Life, Job Involved, Employee Performance