

PENGARUH LMX DAN TEAMWORK TERHADAP KINERJA KARYAWAN DI PT XYZ

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Every organization consists of many or several people. In order to direct the organization in achieving the goal, a leader is required to provide direction, instruction, he a place to ask questions and be examples for subordinates. Leader is an essential elements to achieve organizational progress. Organization has variety of processes that require the parties to work together to achieve common goals (Subkhi & Jauhar, 2013). According to Leader Member Exchange (LMX) theory, a leader shows more inclusive and communicative attitude toward certain members only. The LMX theory emphasizes on the quality of relationships between leaders and members in organization. Everyone is often positioned as part of a team in everyday life. The company also assigns work teams because higher effectiveness can be achieved from teamwork. Teamwork can improve employee performance (Manzoor, et al., 201 1). Defame, et al. (2007) shows that teamwork has a positive influence in all dimensions of employee performance.

This research aimed to observe the employees—superiors interaction level and teamwork level and performance based on LMX—teamwork variables. This research uses quantitative method and questionnaire with likert scale assessment unto 82 employees as a sample of 103 populations. The result shows that: [1] LMX concepts was applied in the company; [2] the lack of teamwork within the company; [3] The ability of LMX (X1) and Teamwork (X2) to affect employee performance is 53.1%; [4] The LMX (X1) has a coefficient value of 0.730 indicates a positive relationship between LMX and performance. Teamwork (X2) has coefficient value of -0.004 indicates a negative relationship between teamwork and Employee Performance. [5] LMX has significant effect to employee performance; Teamwork has no effect on employee performance; LMX and Teamwork together give a significant influence on Employee Performance.

Keywords: Organization. Leadership. Leader Member Exchange (LMX), Teamwork, Performance.