

The Impact of Leader-Member Exchange (LMX) and Working Environment toward Employees' Engagement through Job Satisfaction as Intervening Variable at Suaka Insan Hospital Banjarmasin

Novitasari

noviebenyamin55@gmail.com

Abstract

This study entitled “The Impact of Leader-Member Exchange (LMX) and Working Environment toward Employees' Engagement through Job Satisfaction as Intervening Variable at Suaka Insan Hospital Banjarmasin”. The objectives of this study are: (1) to examine the influence of LMX on employees' engagement, (2) to examine the influence of working environment on employees' engagement, (3) to examine the influence of LMX on job satisfaction, (4) to examine the influence of working environment on job satisfaction, (5) to examine the influence of job satisfaction on employees' engagement, (6) to examine the mediating effect of job satisfaction between LMX employees' engagement, and (7) to examine the mediating effect of job satisfaction between working environment and employees' engagement. This study is an empirical research with questionnaire as an instrument for collecting the data. Purposive sampling is the sampling technique used in this study with minimum three years of working tenure as the requirement. A total of 81 valid questionnaires were received from 110 respondents. A multiple linier regression and path analysis were conducted by SPSS.

The findings of this study showing that (1) LMX has negative impact on employees' engagement, (2) working environment has positive impact on employees' engagement, (3) LMX has positive impact on job satisfaction, (4) working environment has positive impact on job satisfaction, (5) job satisfaction doesn't have impact on employees' engagement, (6) job satisfaction have mediating effect between LMX and employees' engagement, and (7) job satisfaction doesn't have mediating effect between working environment and employees' engagement.

Keywords: *Employee Engagement, Job Satisfaction, Leader-Member Exchange, Working Environment*

Pengaruh *Leader-Member Exchange (Lmx)* Dan Lingkungan Pekerjaan Terhadap *Employee Engagement* Melalui Kepuasan Kerja Sebagai Variabel Intervening Di Rumah Sakit Suaka Insan Banjarmasin

Novitasari

noviebenyamin55@gmail.com

Abstrak

Penelitian ini berjudul Pengaruh *Leader-Member Exchange (LMX)* dan lingkungan kerja terhadap *employee engagement* melalui kepuasan kerja sebagai Variabel Intervening di Rumah Sakit Suaka Insan Banjarmasin. Penelitian ini bertujuan untuk mengetahui (1) pengaruh *LMX* terhadap *employee engagement*, (2) pengaruh lingkungan kerja terhadap *employee engagement*, (3) pengaruh kepuasan kerja terhadap *employee engagement*, (4) pengaruh *LMX* terhadap kepuasan kerja, (5) pengaruh lingkungan kerja terhadap kepuasan kerja, (6) pengaruh mediasi dari kepuasan kerja antara *LMX* dan *employee engagement*, dan (7) pengaruh mediasi antara lingkungan kerja dan *employee engagement*. Desain penelitian ini merupakan penelitian kuantitatif dengan kuesioner sebagai instrumen untuk mengumpulkan data. Penelitian ini menggunakan teknik *purposive sampling*, dengan kriteria perawat yang telah bekerja minimal 3 tahun. Dari 110 kuesioner yang disebar, kuesioner yang kembali dan layak diolah sebanyak 81 kuesioner. Analisis data yang digunakan adalah analisis Regresi Linier Berganda dan analisis Jalur yang dilakukan dengan bantuan SPSS.

Hasil dari penelitian ini menunjukkan bahwa (1) Tidak terdapat pengaruh dari *LMX* terhadap *employee engagement*, (2) Terdapat pengaruh positif dan signifikan dari lingkungan kerja terhadap *employee engagement*, (3) Terdapat pengaruh positif dan signifikan dari *LMX* terhadap kepuasan kerja, (4) Terdapat pengaruh positif dan signifikan dari lingkungan kerja terhadap kepuasan kerja, (5) Tidak terdapat pengaruh dari kepuasan kerja terhadap *employee engagement*, dan (6) Terdapat peran mediasi dari kepuasan kerja pada hubungan antara *LMX* dan lingkungan kerja terhadap *employee engagement* dan (7) Tidak terdapat peran mediasi dari kepuasan kerja pada hubungan antara lingkungan pekerjaan dan *employee engagement*.

Kata Kunci: *Employee Engagement*, Kepuasan Kerja, *Leader-Member Exchange*, Lingkungan Kerja