

Pengaruh leader member exchange dan nilai kerja yang dilihat dari sudut pandang bawahan terhadap penilaian kinerja bawahan studi kasus PT Melia Sehat Sejahtera Jakarta = Effect of leader member exchange and work values from subordinate view on appraisal of subordinate s performance case study PT Melia Sehat Sejahtera Cabang Jakarta

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh positif leader member exchange bawahan dan nilai kerja bawahan terhadap penilaian kinerja bawahan. Penelitian ini menggunakan kuesioner penilaian kinerja subjektif untuk mengukur kinerja bawahan, kuesioner LMX 7 item untuk mengukur hubungan kerja, dan kuesioner organizational culture profile untuk melihat nilai kerja bawahan. Data penelitian dikumpulkan dari 120 responden.

Hasil penelitian menunjukkan bahwa leader member exchange bawahan berpengaruh positif terhadap penilaian kinerja bawahan. Dan nilai kerja bawahan tidak signifikan berpengaruh terhadap penilaian kinerja bawahan. Leader dapat meningkatkan kinerja bawahannya dengan membangun hubungan kerja yang baik dan memberikan dukungan positif kepada bawahannya.

The Objective of this research is to analyse the positive effect of leader member exchange and work values from subordinate view on subordinate?s performance appraisal. This research used perceived performance appraisal questionnaire to measure subordinate?s performance, LMX 7 item questionnaire to measure exchange relationship, and organizational culture profile questionnaire to measure work values. Data we?re collected from 120 respondents.

The result of this research found that leader member exchange from subordinate view have positive effect on subordinate?s performances appraisal. And work values from subordinate view not impact significantly on subordinate?s performance appraisal. Leaders can improve subordinate?s performance with build a good working relationship and give positive support.