

## Peran *Leader Member Exchange* (LMX) terhadap *Work Engagement* dengan *Work Meaningfulness* Sebagai Mediator

*The Role of Leader Member Exchange (LMX) to Work Engagement by Work  
Meaningfulness as Mediator*

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**Abstract.** *The Covid-19 pandemic caused a decline of work engagement in 2020 compared to the previous year. This study aimed to explain how work meaningfulness acts as mediator linking leader member exchange (LMX) and work engagement. Research was conducted on 277 subjects who employees in Indonesia using quantitative methods in the form of online surveys. The research instrument was a scale consisting of the Utrecht Work Engagement Scale (UWES), the leader member exchange (LMX), and the Work as Meaningfulness Inventory (WAMI). The data analyzed using mediation test. The results showed that LMX has direct role in work engagement and work meaningfulness can be partially a mediator in the role of LMX on work engagement.*

**Keywords:** *Leader Member Exchange (LMX), Work Meaningfulness, Work Engagement*

**Abstrak.** Pandemi Covid-19 menyebabkan *work engagement* karyawan pada tahun 2020 mengalami penurunan dibandingkan dengan tahun sebelumnya. Penelitian ini bermaksud untuk menguji peran *work meaningfulness* sebagai mediator dalam hubungan *leader member exchange* (LMX) terhadap *work engagement*. Penelitian dilakukan terhadap 277 karyawan yang merupakan karyawan perusahaan di Indonesia dengan menggunakan metode kuantitatif dalam bentuk survei. Instrumen penelitian berupa skala yang terdiri dari *Utrecht Work Engagement Scale* (UWES), *leader member exchange* (LMX), dan *Work as Meaningfulness Inventory* (WAMI). Data dianalisis dengan menggunakan analisis mediasi. Hasil analisis menunjukkan bahwa LMX berperan secara langsung terhadap *work engagement* dan juga *work meaningfulness* dapat menjadi mediator secara parsial dalam peran LMX terhadap *work engagement*.

**Kata kunci:** *leader member exchange (LMX), work engagement, work meaningfulness*