

ABSTRACT

Research regarding the influence of Quality of Work Life and LMX Leadership Style toward Work Commitment at Employment Bureau and Organization of Transportation Department aims to: 1) Recognizing how significant is the Quality of Work Life toward the Work Commitment at Employment Bureau and Organization of Transportation Department; 2) Recognizing how significant is the influence of LMX Leadership Style toward Work Commitment at Employment Bureau and Organization of Transportation Department 3) Recognizing how significant is the influence of Quality of Work Life and LMX Leadership Style simultanously toward Work Commitment at Employment Bureau and Organization of Transportation Department.

Research method used is survey method, intended to collect actual information concerning aspects examined. In this case is the problem of correlation between two independent variables, namely Quality of Work Life (X1) and LMX Leadership Style (X2) toward a dependent variable namely Work Commitment (Y). As population are employees of Employment Bureau and Organization of Transportation Department of 135 persons. Determining number of samples uses saturation sampling technique, all populaiton were made as sample. So samples in this research are 135 persons. Data collection was conducted by structured questionnaire. Statistical analysis technique used are correlation and regression.

From results of research and analysis conducted conclusions can be drawn that: 1) There is a positive influence of Quality of Work Life toward Work Commitment at Employment Bureau and Organization of Transportation Department. This is indicated by value of positive regression coefficient, meaning that the better the Quality of Work Life then the Work Commitment at Employment Bureau and Organization of Transportation Department tends to improve; 2) There is a positive influence of LMX Leadership Style toward Work Commitment at Employment Bureau and Organization of Transportation Department. This is indicated by value of positive regression coefficient, meaning that the better LMX Leadership Style then the Work Commitment at Employment Bureau and Organization of Transportation Department tends to improve; 3) There is a positive influence of Quality of Work Life and LMX Leadership Style simultanously toward Work Commitment at Employment Bureau and Organization of Transportation Department. This is indicated by value of positive regression coefficient, meaning that the better Quality of Work Life and LMX Leadership Style simultanously then the Work Commitment at Employment Bureau and Organization of Transportation Department tends to Improve.

Key word : Work Ccmmitment, Quality of Worklife, LMX Leadership Style.