

Peran *Psychological Capital* dan *Leader Member Exchange* terhadap Job Performance pada Karyawan PT. EFG

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Abstract. *Employee job performance plays a role in achieving organizational performance. Employee performance is needed so that service to customers is in accordance with organizational goals. The performance in this study is more on the behavioral aspects. There are two factors that can improve job performance, namely individual factors and environmental factors. This study aims to examine the role of psychological capital as an individual factor and the role of the exchange member leader as an environmental factor on employee job performance. The analysis was carried out by Confirmatory Factor Analysis using the Structural Equal Model (SEM) to the questionnaire data that had been collected through google form from 539 employees. The results of the analysis show that psychological capital and leader exchange members have a significant positive role on the employee job performance.*

Keywords: *psychological capital, leader member exchange, job performance*

Abstrak. Kinerja karyawan berperan untuk mencapai kinerja organisasi. Kinerja karyawan dibutuhkan agar pelayanan kepada pelanggan sesuai dengan tujuan organisasi. Kinerja dalam penelitian ini lebih kepada aspek perilaku. Terdapat dua faktor yang mampu meningkatkan kinerja (job performance) yaitu faktor individu dan faktor lingkungan. Penelitian ini bertujuan untuk menguji peran psychological capital sebagai faktor individu dan peran leader member exchange sebagai faktor lingkungan terhadap job performance karyawan. Analisis dilakukan dengan Confirmatory Factor Analysis menggunakan Structural Equal Model (SEM) terhadap data kuesioner yang telah dikumpulkan melalui google form dari 539 karyawan. Hasil analisis menunjukkan bahwa psychological capital dan leader member exchange berperan positif secara signifikan terhadap job performance karyawan.

Keywords: *psychological capital, leader member exchange, job performance*