

ABSTRAK

Studi ini dilakukan untuk mengidentifikasi serta menganalisis bagaimana pengaruh *leader member exchange* terhadap *job engagement*, *leader member exchange* terhadap *innovative behavior*, *job engagement* terhadap *innovative behavior*, *leader member exchange* terhadap *job performance*, *job engagement* terhadap *job performance*, *innovative behavior* terhadap *job performance* dengan lingkup penelitian pada PT. Pasific Furniture Semarang. Populasi pada studi ini adalah seluruh karyawan PT. Pasific Furniture Semarang sebanyak 175 orang dengan jumlah sampel sebanyak 122 orang yang dihitung berdasarkan kalkulasi rumus Slovin. Konklusi dari penelitian ini antara lain (1) *Leader member exchange* berpengaruh positif dan signifikan terhadap *job engagement* (2) *Leader member exchange* berpengaruh positif dan signifikan terhadap *innovative behaviour* (3) *Job engagement* berpengaruh positif dan signifikan terhadap *innovative behaviour* (4) *Leader member exchange* tidak berpengaruh signifikan terhadap *job performance* (5) *Job engagement* berpengaruh positif dan signifikan terhadap *job performance* (6) *Innovative behaviour* berpengaruh positif dan signifikan terhadap *job performance*.

ABSTRACT

This study was conducted to identify and analyze how the influence of leader member exchanges on job engagement, leader member exchanges on innovative behavior, job engagement on innovative behavior, leader member exchanges on job performance, job engagement on job performance, innovative behavior on job performance with the scope of research. at PT. Pacific Furniture Semarang. The population in this study were all employees of PT. Pasific Furniture Semarang as many as 175 people with a sample size of 122 people who are calculated based on the calculation of the Slovin formula. The conclusions of this study include (1) Leader member exchanges have a positive and significant effect on job engagement (2) Leader member exchanges have a positive and significant effect on innovative behavior (3) Job engagement has a positive and significant effect on innovative behavior (4) Leader member exchanges does not have a significant effect on job performance (5) Job engagement has a positive and significant effect on job performance (6) Innovative behavior has a positive and significant effect on job performance.