

ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh *Leader Member Exchange* (LMX) terhadap etos kerja dan untuk menganalisis pengaruh komitmen organisasi dalam memoderasi *Leader Member Exchange* (LMX) terhadap etos kerja Guru Sekolah Dasar Negeri di Kabupaten Muaro Jambi. Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif kuantitatif yang dilakukan untuk mendeskripsikan suatu gejala, peristiwa dan kejadian yang terjadi secara factual, sistematis, dan akurat. Populasi diambil menjadi sampel penelitian atau disebut juga dengan sampel jenuh, yaitu sebanyak 100 Guru dengan 25 laki-laki dan 75 perempuan untuk sampel internal dan 10 Kepala Sekolah dengan 5 laki-laki dan 5 perempuan untuk sampel eksternal. Sampel ini diambil dari 10 Sekolah Dasar Negeri di Kabupaten Muaro Jambi. Penulis mengumpulkan data dengan cara kuesioner melalui laring ataupun daring menggunakan bantuan google form. Dalam menganalisis data yaitu menggunakan *Partial Least Square* (PLS) 3.0. Metode ini dikembangkan sebagai alternatif pemodelan dengan persamaan struktural yang dasar teorinya lemah. Untuk hasil dalam penelitian ini adalah *Leader Member Exchange* (LMX) berpengaruh positif dan signifikan terhadap Etos Kerja Guru Sekolah Dasar Negeri di Kabupaten Muaro Jambi. Dan komitmen organisasi berpengaruh positif tetapi tidak signifikan dalam memoderasi *Leader Member Exchange* (LMX) terhadap Etos Kerja Guru Sekolah Dasar Negeri di Kabupaten Muaro Jambi.

Kata Kunci : *Leader Member Exchange* (LMX), Etos Kerja dan Komitmen Organisasi.

ABSTRACT

This research was conducted with the aim of u ntuk analyze the influence of Leader Member Exchange (LMX) on the work ethic and u ntuk analyze the effect of organizational commitment in moderating Leader Member Exchange (LMX) against the work ethic Teachers Elementary School in the district of Muara Jambi. The research method used in this study is a quantitative descriptive method which is carried out to describe a symptom, event and occurrence that occurs factually, systematically, and accurately. The population was taken into a research sample or also called a saturated sample, which is as many as 100 Teachers with 25 men and 75 women for internal samples and 10 principals with 5 males and 5 females for external samples. This sample was taken from 10 Public Elementary Schools in Muaro Jambi District. The author collects data by questionnaire through the larynx or online using the help of google form. In analyzing the data that is using Partial Least Square (PLS) 3.0. This method was developed as an alternative modeling with structural equations on which the theoretical basis is weak. For the results in this study, the Leader Member Exchange (LMX) had a positive and significant effect on the Work Ethic of Public Elementary School Teachers in Muaro Jambi District. And the organization's commitment has a positive but insignificant effect in moderating the Leader Member Exchange (LMX) to the Work Ethic of Public Elementary School Teachers in Muaro Jambi District.

Keywords : Leader Member Exchange (LMX), Work Ethic and Organizational Commitment.