

**ABSTRAK****EFEKTIFITAS KEPEMIMPINAN SITUASIONAL, MOTIVASI, DAN  
DISIPLIN KERJA DALAM KINERJA KARYAWAN :  
EFEK LMX SEBAGAI MODERATOR DI PT. ULTRAJAYA MILK  
INDUSTRY AND TRADING COMPANY, Tbk**

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Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan situasional, motivasi dan disiplin kerja dalam kinerja karyawan dengan leader member exchange sebagai variabel moderator. Jenis penelitian ini merupakan penelitian deskriptif kuantitatif yaitu penelitian tentang data yang dikumpulkan dan dinyatakan dalam bentuk angka-angka, meskipun juga berupa data kualitatif sebagai pendukungnya, seperti kata-kata atau kalimat yang tersusun dalam angket, atau wawancara antara peneliti dan informan. Teknik pengambilan sampel dilakukan dengan cara menggunakan rumus Slovin sebanyak 286 orang. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, *Moderat Regretion Analysis* (MRA), dan pengujian hipotesis. Hasil penelitian menunjukkan bahwa kepemimpinan situasional, motivasi dan disiplin kerja berpengaruh positif terhadap kinerja karyawan, dengan penguatan leader member exchange memberikan kontribusi positif terhadap kinerja karyawan.

**Kata Kunci: Kepemimpinan Situasional, Motivasi, Disiplin Kerja, Kinerja Karyawan, Leader Member Exchange (LMX).**

**ABSTRACT*****EFFECTIVENESS OF SITUATIONAL LEADERSHIP, MOTIVATION AND WORK DISCIPLINE IN THE PERFORMANCE OF EMPLOYEES: LMX EFFECTS AS MODERATOR IN PT. ULTRAJAYA MILK INDUSTRY AND TRADING COMPANY Tbk***

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*This study aims to determine the effect of situational leadership, motivation and discipline in the employee performance with the leader member exchange as a moderator variable . This research is quantitative descriptive research that is research on data collected and expressed in the form of numbers , although also in the form of qualitative data as supporters, such as words or phrases that are arranged in the questionnaire , or interviews between investigators and informants . The sampling technique is done by using the formula Slovin as many as 286 people . The analysis includes the validity, reliability , classic assumption test , Moderate Regretion Analysis ( MRA ) , and hypothesis testing . The results showed that situational leadership , motivation and discipline positive effect on employee performance , with reinforcement member exchange leader provide a positive contribution to the performance of employees .*

***Keywords: Situational Leadership, Motivation, Discipline Work, Employee Performance, Leader Member Exchange (LMX).***