

ABSTRACT

Putri Rahmawati (1305684) "The Influence of Leader Member Exchange and Personality on Employees Voice Koperasi Pondok Pesantren Daarut Tauhiid in Bandung" under the Guidance of Hj. Sumiyati, S.E., M.Si. And Masharyono, AP., S.Pd., M.M.

Communication still has important role of HR interaction including employee voice which became a part of communication still being company issues. Employee voice in form of recommendations, constructive intent, ideas, and participation still be important factors to increase employee voice. The low of employee voice occurred on manufacturing and services industries including Koperasi Pondok Pesantren Daarut Tauhiid Bandung. Level giving of employee voice has decline on monthly period, so information and reference decreased to organization repair of Kopontren.

The purpose of this research are (1) to description of leader member exchange, (2) to description of personality, (3) to description of employee voice, (4) to examine the influence leader member exchange on employee voice, (5) to examine the influence personality on employee voice, (6) to examine the influence of leader member exchange and personality on employee voice. This research uses descriptive and verification method, with explanatory survey. Saturated sample of nonprobability sampling was used in sampling technique which amounted to 47 people. Multiple regression was used in data analysis technique. The result of this study indicated that the description of leader member exchange in high enough category, description of personality in the category is good enough, the image of employee voice in medium category, the employee voice is affected by leader member exchange value is 39,5%, the employee voice is affected by personality value is 16,9%, and the employee voice is affected by leader member exchange and personality value is 26,5%. Based on research, professional respect has higher contribution in affect of leader member exchange to employee voice and conscientiousness in affect of personality to employee voice. Writer recommended that leader member exchange and personality should be considered in support of improving employee voice in Kopontren Daarut Tauhid Bandung.

Keyword : Leader Member Exchange, Personality, and Employee Voice

ABSTRAK

Putri Rahmawati (1305684) “**Pengaruh *Leader Member Exchange* dan *Personality* terhadap *Employee Voice* Koperasi Pondok Pesantren Daarut Tauhiid di Bandung**” dibawah bimbingan Hj. Sumiyati, S.E., M.Si. dan Masharyono, AP., S.Pd., M.M.

Komunikasi masih memiliki peranan penting dalam interaksi SDM termasuk *employee voice* yang menjadi bagian dari komunikasi masih menjadi masalah utama pada beberapa perusahaan, suara-suara karyawan dalam bentuk rekomendasi, ekspresi yang konstruktif, ide, dan partisipasi masih menjadi faktor penting dalam meningkatkan *employee voice*. Rendahnya *employee voice* terjadi pada industri manufaktur maupun jasa termasuk yang terjadi pada Koperasi Pondok Pesantren Daarut Tauhiid Bandung. Tingkat pemberian *employee voice* mengalami penurunan pada setiap periode bulanannya, sehingga informasi dan referensi untuk perbaikan-perbaikan organisasi yang didapatkan Kopontren semakin sedikit.

Penelitian ini bertujuan untuk memperoleh (1) Gambaran *leader member exchange*, (2) Gambaran *personality*, (3) Gambaran *employee voice*, (4) Pengaruh *leader member exchange* terhadap *employee voice*, (5) Pengaruh *personality* terhadap *employee voice*, dan (6) Pengaruh *leader member exchange* dan *personality* terhadap *employee voice*. Penelitian ini menggunakan metode deskriptif dan verifikatif, dengan jenis penelitian *explanatory survey*. Adapun teknik sampel yang digunakan yaitu *nonprobability sampling* dengan menggunakan sampel jenuh sebanyak 47 orang. Teknik analisis data yang digunakan adalah regresi berganda. Hasil penelitian ini menunjukkan bahwa gambaran *leader member exchange* dalam kategori cukup tinggi, gambaran *personality* dalam kategori cukup baik, gambaran *employee voice* dalam kategori sedang, *leader member exchange* mempunyai pengaruh terhadap *employee voice* sebesar 39,5%, *personality* mempunyai pengaruh terhadap *employee voice* sebesar 16,9%, *leader member exchange* dan *personality* secara bersama-sama mempunyai pengaruh terhadap *employee voice* sebesar 26,5%. Berdasarkan hasil penelitian yang memberikan nilai kontribusi paling besar dalam pengaruhnya terhadap *employee voice* pada dimensi *leader member exchange* adalah *professional respect*, dan pada *personality* yaitu *conscientiousness*. Penulis merekomendasikan agar perusahaan lebih meningkatkan *leader member exchange* dan memperbaiki *personality* untuk meningkatkan *employee voice* di Kopontren Daarut Tauhiid Bandung.

Kata kunci : *Leader Member Exchange*, *Personality*, dan *Employee Voice*