

## SUMMARY

This research is entitled: "The effect of Leader Member Exchange on Employee Performance, with Job Satisfaction as mediating and Job Stress as moderating variable". This research aims to find out how big the effect of Leader Member Exchange is on Employee Performance with Job Satisfaction as mediation and Job Stress as moderation. The population in this study were employees from PT Dharma Polimetal Cirebon.

Based on the results of research and data analysis using SPSS, it shows that:

(1) Leader Member Exchange has a positive influence on Employee Performance, (2) Job Satisfaction has a positive influence on Employee Performance, (3) Leader Member Exchange has a positive influence on Job satisfaction, (4) Job Satisfaction mediates the relationship between Leader Member Exchange and Employee Performance, (5) Job Stress cannot moderate the relationship between Leader Member Exchange and Job Satisfaction. The implication of the results of this research is that PT Dharma Polimetal Cirebon can continue to maintain good relationships between superiors and employees. so that it can provide satisfaction that can improve employee performance.

**Keywords:** Leader Member Exchange, Employee Performance, Job Satisfaction, Job Stress.