ABSTRACT

Situational leadership style was a leadership style which was exhibited by a leader of the results of their adjustments to the desire, ability and willingness of subordinates that could affect the level of job stress workers. This research was done to know the relationship between supervisor situational leadership style with the level of job stress in the PT. Bangun Sarana Baja Gresik.

The research was done with cross sectional design by using a quantitative approach. This research was done on 56 workers at 4 supervisors (A, B, C, D) which were directly involved in the fabrication process by using simple random sampling method. The independent variable of this research was the situational leadership style. Data were analyzed by using Chi Square test because the data were nominal and ordinal.

The results of research showed that there was a relationship between a supervisor situational leadership style ($p = 0.037$) with the level of job stress in the PT. Bangun Sarana Baja Gresik. The application of situational leadership style by supervisor was related to the performance of subordinates. This case was proved when the situational leadership style which applied by the supervisor was appropriate in accordance with the worker desired, so the less likely the job stress, but when it was not appropriate to be applied to the worker so the job stress would be easily approached the workers.

Based on the results of this research could be given advice that was supervisors could apply situational leadership style appropriately as needed to anticipate the level of job stress on workers and companies had to give optimal support to all its employees by giving the needs that supported the development of job productivity.

**Keywords:** situational leadership style, job stress level, supervisor