

ABSTRACT

In a company there are different types of employees who have the character, behavior and educational backgrounds. therefore the manager job is to combine the diversity of several Human Resources. situational leadership become the main focus in this study, and job satisfaction and job performance as a dependent variables.

The study titled " Effects of Situational Leadership Styles on Employee Performance With Job Satisfaction as an intervening variable (Study On The Food And Beverage Employee Hotel Sahid Surabaya). This Study analyzed the factor of situational leadership on job satisfaction and job performance. The data was analyzed uses a quantitative approach with 48 respondents. Hypothesis Testing was done by using path analysis using IBM SPSS V 21 where the Situational Leadership as an independent variable (X), Job Performance as the dependent variable, and Job Satisfaction as an intervening variable (Z). By using questionnaire data collection procedures, the results of path analysis models in this study are as follows: Situational Leadership - Job Performance : 0.358 Situational Leadership - Job Satisfaction : 0.708 Job Satisfaction - Job Performance : 0.412

The conclusion of this study are situational leadership and job satisfaction determined by direct indicators can improve job performance directly. Meanwhile Situational Leadership does not have a significant influence on the performance of the employee, if job satisfaction as the mediator variable

keywords : Situational Leadership Style, Job satisfaction, Job Performance, Hotel Sahid Surabaya