

**ABSTRACT**

**The Influence of Leadership Style, Employees Maturity, Vertical Dyad Linkage in Achieving the Organizational Performance of Health Centers in Surabaya**

Recently leaders style, employees maturity and the relationship between leaders and employees are known to have a great influence on the performance of the organization, so it is still an interesting topic to be researched. The aim of this study was to investigate the influence of leadership style based on the *Path-Goal* and *Hersey & Blanchard*, employees maturity level and the exchange relationship between the leader and the followers to the performance organization of management aspects the health centers, it was an observational research with cross sectional design applied. There were 27 health centers involved in the study in which each health center is represented by 11 respondents consisting of a head of the health center, 5 non structural staff and 5 structural staff. Data was collected with questionnaire instrument which then analyzed by Multinomial Logistic Regression ( $\alpha = 0,05$ ). The results of this research showed that the majority health center (37%) led with supportive leadership style and (37%) led with participating leadership style. Employee maturity showed that high maturity (51,9%) is the majority. The most quality of vertical dyad linkage of health center is unbalanced social overinvestment (40,7) and (59,3) work performance showed a enough performance. Path Goal leadership is the most influence to performance of health centers, a good health center performance related to Achievement Oriented leadership style. To improve the work performance of health center with unbalanced social overinvestment leader must elevate into positive neutral. Leader must identified their employee maturity so they can choose the leadership style and leader needs to proactively build employee esteem so the health center work performance can be raise up.

Keyword : *Leadership style, Employees Maturity, Vertical Dyad Linkage and Health Centers Work Performance*