

ABSTRACT

This study aimed to analyzing variable influence situational leadership style, work environment and work motivation against employee performance. This study was conducted at PT Bank OCBC NISP Tbk. KCP Bekasi. The number of samples was established by 60 respondents with the sample using methods simple random sampling. Measurement in kuisioner using likert scale. Methods of analysis data is used path analysis with assistance SPSS program version 21 for test influence mediation used Sobel test.

The testing of hypotheses, indicate that situational leadership style variable are positive and significant effect against employee performance with regression coefficients of 0,314. With the most dominant on employee performance dimension of situational leadership style is delegating 49.6%. Work environment are positive and significant effect against employee performance with regression coefficients of 0,222. Positive effect on situational leadership style against employee performance through work motivation by results test indicate t value of 2,60. Positive effect on work environment against employee performance through work motivation by results test indicate t value of 4,57. Results test with Sobel test showed the t value is greater than t table at 5% level is 2.00. The results of path analysis showing that directly influence situational leadership style against employee performance of 0,314 and indirect influence through the work motivation of 0,667. Directly influence work environment against employee performance of 0,222 and indirect influence through the work motivation of 0,908.

Keywords: Situational Leadership Style, Work Environment, Work Motivation, Employee Performance