

## **Abstract**

Human resource is one of important thing what had to consider by company. Therefore leaders have to have behaviors that according to activities of employee, so they can work with good performance using their ability and willing. So the aims of this research were to identify leadership style, to evaluate employee's maturity level, and to evaluate the suitability between leadership style and employee's maturity level. The variables of leadership style and maturity level were getting from Hersey – Blanchard's situational model. This research is conducted to subordinates at division of Human resource Area IX of PT.Telkom

From results of this research are those maturities of employee are M4, that means subordinates have good abilities and willingness for taking their responsibilities, in other hand manager's leadership style used in each department are different those are: G1, G2, G3. If look at the suitability between leadership style and employee's maturity level, so the leadership style are used to the subordinates not yet suitable. Managers have to change their leadership style to be delegating.