

## ***ABSTRACT***

*Telkom University is one of the private universities that has succeeded in making various achievements, where one of the highest achievements is as the best private university in 2022. Of course, the various achievements that have been achieved by Telkom University cannot be separated from the leadership style in managing and motivating Telkom University employees. This study focuses on examining the leadership style used at Telkom University, one of which is through a situational leadership style. The measurement focuses specifically on situational leadership styles, taking into account that some of these achievements were achieved during a pandemic, where leadership styles are required to be more adaptive.*

*Therefore, this study will measure the effect of situational leadership style on the performance of Telkom University employees using quantitative research methods. The samples taken were 100 respondents, who were Telkom University employees.*

*The results showed that instructional leadership style had no significant effect on employee performance with a value of 0.984, consulting leadership style had no significant effect on employee performance with a value of 0.220, participative leadership style had no significant effect on employee performance with a value of 0.756 and only delegation leadership style had a significant effect on employee performance with a value of 3.511.*

*And also shows how much significant influence the situational leadership style has on Telkom University employees with a value of 13.148.*

***Keywords:*** *Situational leadership style, employee performance*