

ABSTRACT

This research is motivated to add to the treasury of knowledge in the field of human resource management. And there are still not many recent published studies on the effect of age on compensation.

Motivated by the performance of Novotel Mandalika employees who still cannot reach the target set by the company in 2023. The purpose of the study was to determine the effect of situational leadership style and compensation on employee performance with the age factor as a moderating variable.

This study uses quantitative methods of descriptive and causal research types, and includes several tests such as the coefficient of determination (R² Test) and then (T Test) to measure the effect partially. In this study using non probability sampling, namely with saturated or census sampling techniques, so that this study used a sample of Novotel Mandalika employees totaling 125 respondents.

The results showed that the situational leadership style and compensation variables partially had a significant effect on employee performance. and the results of the influence of moderation variables show that the age factor is not able to moderate the influence of situational leadership style on performance.

While the compensation variable shows that the age factor is able to moderate compensation on employee performance. Then from the results of descriptive analysis of the situational leadership style variable (X1), it produces a score of 74% which means good, compensation (X2) gets a total score of 77%, which means good, and employee performance gets a total score of 84.3% which is in the very good category, Another finding from this study is that situational leadership style and compensation have an influence of 46% on employee performance.

Keywords: Situational Leadership Style, Compensation, Employee Performance, and Age Factor