

ABSTRACT

This study aims to analyze the influence of situational leadership style and rewards on the performance of employees at the Facilities Unit of PT Kereta Api Indonesia Operational Area II Bandung, both partially and simultaneously. In addition, this study also aims to describe the conditions of situational leadership style, rewards, and employee performance in that unit.

The method used in this study is quantitative, with data analysis techniques consisting of descriptive analysis and multiple linear regression. Primary data was obtained from 118 respondents who are employees of the Facilities Unit of PT Kereta Api Indonesia Operational Area II Bandung, with sampling techniques using the simple random sampling method. Data processing in this study was conducted using Statistical Product and Service Solution (SPSS) 29 for Mac.

The results of the descriptive analysis indicate that situational leadership style, rewards, and employee performance are in the very good category. Meanwhile, the results of the hypothesis testing show that situational leadership style and rewards significantly influence employee performance, both partially and simultaneously. Additionally, based on the coefficient of determination (R square) value of 0.530, it is known that the contribution of the independent variables, namely situational leadership style and rewards, affects employee performance by 53%, while the remaining 47% is influenced by other variables not studied in this research.

Keywords: *Situational Leadership Style, Reward, Employee Performance.*