

ABSTARCT

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THE EFFECT OF LEADERSHIP STYLE TOWARDS EMPLOYEE PERFORMANCE DURING 2020 QUARANTINE: A STUDY ON BANKING SECTOR IN BOLAANG MONGONDOW

The COVID19 pandemic has impacted organizational performances negatively. However, it is not the case with the banking sector in Bolaang Mongondow. It shows a positive growth in performances. Thus, this research was done to find out what kind of leadership style being implemented during the quarantine that resulted an increased performance by identifying how different leadership styles affects employee performances in Bolaang Mongondow banking sector. Data in this research is obtained through an online questionnaire with total respondents of 129 bank employees in Bolaang Mongondow region, and only limited to those in supervisor and managerial level. The data then calculated using IBM SPSS Statistics v.25 shows that out of those six leadership styles, only four leadership styles that are are proven to have positive influence on employee performance during quarantine; participative leadership, servant leadership, transactional leadership, and transformational leadership. This paper can also serve as a support for future study who wants to explore a more specific area around leadership style and its effect on employee performance. It can also contribute as a guide for banks or even other organization in Indonesia on what kind of leadership styles that work best during quarantine.

Reference: 75 (2010-2021)

Keywords: *Supportive Leadership, Participative Leadership, Servant Leadership, Transactional Leadership, Transformational Leadership, laissez-Faire Leadership, Employee Performance*