

ABSTRACT

This study aims to analyze the effect of Servant Leadership style on Employee Performance with Job Embeddedness as an intervening variable at hospitality industry around Danau Toba.

This study used quantitative method and the data collection was carried out using questionnaires. This study involved 104 frontline employees as questionnaire respondents. The samples were selected based on the sampling technique, namely purposive sampling. Data analysis was carried out using Structural Equation Modelling (SEM) via the Smart Partial Square (PLS) application program version 4.0.9.6.

The results of this research show that Servant Leadership has a positive and significant effect on Job Embeddedness and Employee Performance. As well as Job Embeddedness has a positive and significant effect on Employee Performance. However, Job Embeddedness does not have a positive and insignificant effect on mediating the relationship between Servant Leadership and Employee Performance.

Keywords: Servant Leadership, Job Embeddedness, Employee Performance

