

## **ABSTRACT**

### **Leadership Effect on The Organizational Communication and Work Satisfaction and Organizational Commitment of Surabaya City Government Employees**

This Study is aimed to test the effect of Leadership on the Organizational Communication and work Satisfaction and Organizational Commitment of Surabaya City Government Employses. This study employs an independent variable namely Leadership, an Intervening variables namely Work Satisfaction and Organizational Commitment and a dependent variable namely Organizational Communication.

The sample of this study consist of 137 (one hundred and thirty seven) 3<sup>rd</sup> rank officers of Surabaya City Government. The hypothesis is tested by means of Structural Equation Modeling (SEM) statistic method using AMOS Ver. 4.0 software package in order to obtain inter-variable causal relation result developed in the model.

The result of statistic analysis concluded that the effect of leadership on both organizational communication and organization commitment, the effect of organizational commitment on both work satisfaction and organizational commitment, and the effect of work satisfaction on organizational commitment are significant, while the effect of leadership on work satisfaction is non-significant.

**Key Word : Leadership, Organizational Communication, Work Satisfaction, Organizational Commitment**