

ABSTRACT

The influence of organizational commitment, transactional leadership and servant leadership to the work motivation, Work Satisfaction and Teacher Performance At Private Senior High Schools In Surabaya

This research is intended to analyze the influence of organizational commitment, transactional leadership and servant leadership to the work motivation, work satisfaction and work performance of the private senior high school teachers in Surabaya. Work motivation, work satisfaction, and work performance are all intervening and dependent variables. There are three independent variables, namely organizational commitment, transactional leadership and servant leadership.

The population of this research was 511 private senior high school teachers from west Surabaya, North Surabaya, East Surabaya, Central Surabaya and South Surabaya whose schools have already been accredited A and whose teachers have already been certified as well. The samples used in this research consist of 186 certified teachers deriving from private senior high schools available in 5 areas in Surabaya, namely in the north, west, east, south and central part of Surabaya. The samples are taken by using cluster random sampling technique while their data are collected by filling in the questionnaires then processed by applying the Structure Equation Modeling (SEM) and the Analyze Moment structure (AMOS 2.0).

The result of this research indicate that there were influences. Those influence were organizational commitment had influence on work motivation, transactional leadership had influence on work motivation, servant leadership had influence on work motivation, organizational commitment had influence on job satisfaction, transactional leadership had influence on job satisfaction, servant leadership had influence on job satisfaction, organizational commitment had influence on teacher performance, transactional leadership had influence on teacher performance, servant leadership had influence on teacher performance, work motivation had influence on teacher performance, work motivation had influence on job satisfaction and job satisfaction had influence on teacher performance. The result of this research is expected to be useful for the next researchers and can be a meaningful research at the science of organizational behaviors.

Keywords: Organizational Commitment, Transactional Leadership, Servant Leadership, Work Motivation, Job Satisfaction and Teacher Performance.