

ABSTRAK

Pembangunan di negara Indonesia berkembang semakin pesat seperti kemajuan teknologi yang semakin marak di kalangan anak muda. Namun kemajuan negara tidak terlepas dari suatu peranan penting yaitu “pendidikan”. Tanpa memperhatikan pentingnya peranan pendidikan, maka negara tersebut tidak akan pernah berkembang. Untuk itu, agar menjadi negara yang berkembang diperlukan suatu sistem pendidikan yang bagus agar dapat berjalan dengan baik (Dewey, John 1998). Guru menjadi peranan yang sangat penting bagi kemajuan pendidikan anak-anak di setiap sekolah. Oleh sebab itu penelitian ini dilakukan untuk menganalisis pengaruh *Organizational Innovation*, *Supervisor Support*, *Employee Empowerment* terhadap *Job satisfaction* dan *Organizational Commitment* melalui *Employee Advocacy* dengan obyek penelitian semua guru asing yang bekerja di Merlion School SPK Surabaya. Hasil ini dapat diharapkan dapat digunakan oleh organisasi-organisasi sekolah internasional yang mempekerjakan guru asing dalam mengembangkan strategi yang tepat untuk meningkatkan kepuasan guru asing yang bekerja di sekolah-sekolah.

Penelitian ini menggunakan pendekatan kuantitatif dengan teknik analisis *Multiple Regression (MR)* dan *software Statistical Product and Service Solutions (SPSS) 16.0*. Kuisisioner disebarkan kepada 30 responden sebagai sampel yang berasal dari semua guru asing yang bekerja di Merlion School SPK Surabaya. Sampel ini ditentukan dengan menggunakan *probability sampling* dengan metode *full sampling*.

Hasil penelitian ini menunjukkan bahwa variabel *Organizational Commitment* dipengaruhi secara signifikan oleh variabel *Employee Advocacy* dengan koefisien regresi sebesar 0.929, variabel *Employee Advocacy* dipengaruhi secara signifikan oleh variabel *Supervisor Support* dengan koefisien regresi sebesar 0.895, variabel *Organizational Commitment* dipengaruhi secara signifikan oleh variabel *Job Satisfaction* dengan koefisien regresi sebesar 0.550. Variabel *Job Satisfaction* dipengaruhi secara signifikan oleh variabel *Employee Advocacy* dengan koefisien regresi sebesar 0.530. Variabel *Employee Advocacy* dipengaruhi secara signifikan oleh *Employee Empowerment* dengan koefisien regresi sebesar

0.347. Variabel *Employee Advocacy* dipengaruhi secara signifikan oleh variabel *Organizational Innovation* dengan koefisien regresi sebesar 0.040.

Kata kunci: *Organizational Innovation, Supervisor Support, Employee Empowerment, Job satisfaction, Organizational Commitment, Employee Advocacy, Guru asing yang bekerja di Merlion School SPK Surabaya.*

ABSTRACT

The development in the country of Indonesia is growing rapidly as technological advances are increasingly prevalent among young people. But the country's development is inseparable from an important part of "education" itself. Without considering the importance of education, then the country will never grow. Therefore, a developing country needs a good education system in order to run properly (Dewey, John 1998). The teacher has always become a very important role for the advancement of the education of children in each school. For this reason, this study was conducted to analyze the effect of *Organizational Innovation*, *Supervisor Support*, *Employee Empowerment* on *Job Satisfaction* and *Organizational Commitment* through *Employee Advocacy* with the object of research of all the foreign teachers working at Merlion School SPK Surabaya. The results of this study are expected to be used by organizations of international schools that employ foreign teachers in developing appropriate strategies to improve the satisfaction of foreign teachers who work in their schools.

This study uses a quantitative approach to the analysis technique of Multiple Regression (MR) and software Statistical Product and Service Solutions (SPSS) 16.0. Whereas questionnaires were distributed to 30 respondents in the sample derived from all foreign teachers working at Merlion School SPK Surabaya. This sample is determined by using probability sampling with full sampling method.

The results showed that the variables of Organizational Commitment significantly affected by the variable Employee Advocacy with a regression coefficient of 0.929, the variable of Employee Advocacy is significantly influenced by Supervisor Support variable with a regression coefficient of 0.895, variable of Organizational Commitment is significantly influenced by variable Job Satisfaction with regression coefficients amounting to 0.550. Job Satisfaction Variables are significantly affected by the variable of Employee Advocacy with a regression coefficient of 0.530. Variable of Employee Advocacy is significantly affected by Employee Empowerment with a regression coefficient of 0.347. Variable of

Employee Advocacy is significantly influenced by variables of Organizational Innovation with a regression coefficient of 0.040.

Keywords: *Organizational Innovation, Supervisor Support, Employee Empowerment, Job satisfaction, Organizational Commitment, Employee Advocacy, Foreign teachers working at Merlion School SPK Surabaya.*