

ABSTRAK

Nurul Aulia (01619220039)

PENGARUH *SCHOOL LEADERSHIP STYLE*, *JOB INVOLVEMENT*, DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *ORGANIZATIONAL COMMITMENT* DENGAN *JOB SATISFACTION* SEBAGAI MEDIATOR DI YAYASAN PENDIDIKAN ISLAM X TANGERANG

(xiv + 96 halaman: 5 gambar; 22 tabel; 6 lampiran)

Penelitian ini bertujuan untuk menguji faktor-faktor yang mempengaruhi komitmen organisasi di Yayasan Pendidikan Islam X Tangerang. Tingginya angka *turnover* di Yayasan Pendidikan Islam X Tangerang menjadi alasan penelitian ini dilakukan untuk menganalisis komitmen para pendidik dan staff. Terdapat banyak faktor yang mempengaruhi komitmen, antara lain *leadership style*, *job involvement*, dan *perceived organizational support*. *Job satisfaction* berperan sebagai mediator dalam menguji efek pengaruh dari faktor-faktor tersebut terhadap *organizational commitment*. Penelitian ini dilakukan di Yayasan Pendidikan Islam X Tangerang kepada seluruh populasi yang berjumlah 38 orang. Metode *correlational studies* digunakan dalam penelitian kuantitatif dengan menyebarkan kuesioner secara daring. Penelitian ini menggunakan metode analisis PLS-SEM. Hasil penelitian ini menyatakan bahwa terdapat pengaruh positif antara *school leadership style*, *job involvement*, dan *perceived organizational support* terhadap *organizational commitment*. *Job satisfaction* juga memediasi hubungan antar *school leadership style* dan *job involvement* terhadap *organizational commitment*. Penelitian ini dapat membantu organisasi dalam meningkatkan komitmen guru dengan meningkatkan faktor-faktor terkait.

Referensi : 77 (1990- 2023)

Kata kunci: *Job Involvement*, *Job Satisfaction*, *Perceived Organizational Support*, *Organizational Commitment*, *School Leadership Style*

ABSTRACT

Nurul Aulia (01619220039)

THE EFFECT OF SCHOOL LEADERSHIP STYLE, JOB INVOLVEMENT AND PERCEIVED ORGANIZATIONAL SUPPORT ON ORGANIZATIONAL COMMITMENT WITH JOB SATISFACTION AS MEDIATOR IN YAYASAN PENDIDIKAN ISLAM X TANGERANG

(xiv + 96 Pages: 5 Image; 22 Table; 6 Appendice)

This study aims to examine the factors that influence organizational commitment at the Islamic Education Foundation X Tangerang. The high turnover rate at the Islamic Education Foundation X Tangerang is the reason this study was conducted to analyze the commitment of educators and staff. There are many factors that influence commitment, including leadership style, job involvement, and perceived organizational support. Job satisfaction acts as a mediator in testing the effect of these factors on organizational commitment. This research was conducted at Islamic Education Foundation X Tangerang to the entire population of 38 people. The correlational studies method was used in quantitative research by distributing questionnaires online. This research uses the PLS-SEM analysis method. The results of this study state that there is a positive influence between school leadership style, job involvement, and perceived organizational support on organizational commitment. Job satisfaction also mediates the relationship between school leadership style and job involvement on organizational commitment. This research can help organizations in increasing teacher commitment by improving related factors.

Reference : 77 (1990- 2023)

Key words: *Job Involvement, Job Satisfaction, Perceived Organizational Support, Organizational Commitment, School Leadership Style*