

ABSTRAK

Ita Oktavianti (01619220049)

PENGARUH *TRANSFORMATIONAL LEADERSHIP*, *ORGANIZATIONAL CULTURE*, DAN *WORK ENVIRONMENT* TERHADAP *ORGANIZATIONAL COMMITMENT* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL *INTERVENING* PADA GURU YAYASAN ABC

(xiv + 83 halaman : 19 tabel; 10 gambar; 4 lampiran)

Tenaga pendidik merupakan hal yang paling utama dalam membentuk sikap dan mental seseorang sehingga penting untuk menjaga *organizational commitment* para guru. Penelitian ini menguji pengaruh dari *transformational leadership*, *organizational culture*, *work environment* dan *job satisfaction* terhadap *organizational commitment* terhadap para guru yang bekerja di Yayasan ABC. Penelitian ini dilakukan pada 131 guru yang bekerja di Yayasan ABC. Metode yang digunakan adalah kuantitatif dengan teknik analisa SEM-PLS. Hasil penelitian menunjukkan bahwa *transformational leadership*, *work environment* dan *job satisfaction* dapat berpengaruh positif signifikan terhadap *organizational commitment* para guru, sedangkan *organizational culture* tidak. Hasil penelitian juga menunjukkan bahwa *transformational leadership*, *organizational culture* dan *work environment* dapat berpengaruh positif signifikan terhadap *job satisfaction*. *Job satisfaction* tidak mampu memediasi pengaruh *transformational leadership*, *organizational culture* dan *work environment* terhadap *organizational commitment* secara signifikan.

Referensi : 52 (2013-2023)

Kata kunci : *Transformational Leadership*, *Organizational Culture*, *Work Environment*, *Job Satisfaction*, *Organizational Commitment*, Guru

ABSTRACT

Ita Oktavianti (01619220049)

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, ORGANIZATIONAL CULTURE, AND WORK ENVIRONMENT ON ORGANIZATIONAL COMMITMENT WITH JOB SATISFACTION AS AN INTERVENING VARIABLE IN ABC FOUNDATION TEACHERS

(xiv + 83 pages : 19 tables; 10 figures; 4 appendices)

Teachers are the most important thing in shaping a person's attitude and mentality, so it is important to maintain the work commitment of teachers. This research examines the influence of transformational leadership, organizational culture, work environment and job satisfaction on organizational commitment of teachers who work at the ABC Foundation. This research was conducted on 131 teachers who work at the ABC Foundation. The method used is quantitative with the SEM-PLS analysis technique. The research results show that transformational leadership, work environment and job satisfaction can positive influence teachers' work commitment, while organizational culture does not. The research results also show that transformational leadership, organizational culture and work environment can have a significant positive effect on job satisfaction. Job satisfaction was unable to significantly mediate the influence of transformational leadership, organizational culture and work environment on work commitment.

References: 52 (2013-2023)

Keywords: *Transformational Leadership, Organizational Culture, Work Environment, Job Satisfaction, Organizational Commitment, Teachers*