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Headmasters' transformational leadership style, teachers' organizational commitment and job satisfaction: Mediating Role of organizational commitment at Tamil National Primary Schools in Kedah

AIM	To investigate the influence of headmasters' transformational leadership style on teachers' organizational commitment and job satisfaction and to find the influence of organizational commitment as a mediator between the relationship of transformational leadership and job satisfaction in Primary Tamil Schools in the state of Kedah.
RESEARCH QUESTIONS	<ol style="list-style-type: none"><li data-bbox="425 624 1942 785">1. To what extent does the transformational leadership style of headmasters influence the organizational commitment of SJKT teachers in Kedah?<li data-bbox="425 801 1942 904">2. To what extent does the transformational leadership style of headmasters influence the job satisfaction of teachers in SJKT in Kedah?<li data-bbox="425 920 1942 1024">3. To what extent does the commitment of the teacher organization affect the job satisfaction of teachers in SJKT in Kedah?<li data-bbox="425 1040 1942 1143">4. To what extent is the organizational commitment of teachers to mediate between transformational leadership style and job satisfaction

MEASURING INSTRUMENTS

- 1. Multifactor Leadership Questionnaire (MLQ Form 5X)**
- 2. The three-Component Model (TCM) survey for organizational commitment and Job Satisfaction Survey.**

DATA ANALYSIS

- 1. Statistical Package for the Social Sciences (SPSS)**
- 2. Structural Equation Modeling technique on higher order constructs to test the hypotheses of the study by using Smart PLS statistical software.**

Sampling technique

Stratified random sampling technique (346 samples)

FINDINGS

- 1. Study revealed that headmaster's transformational leadership style has significant influence on teachers' organizational commitment and job satisfaction and teachers' organizational commitment has significant influence on teachers' job satisfaction as well.**
- 2. Also proved that organizational commitment significantly mediates between the relationship of transformational leadership and job satisfaction.**

CONTRIBUTIONS

- 1. This study contributes empirical evidences for leaders (Headmasters) to be more efficient and suitable relationship with teachers' job satisfaction and organizational commitment.**