

IMPACT OF LEADERSHIP COMMITMENT ON EMPLOYEES JOB SATISFACTION

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ABSTRACT

The main objective of this study is to describe and determine the impact of Leadership Commitment on Employee Job Satisfaction. Specifically, this study was conducted in order to: (1) Describe the socio-demographic characteristics of the respondents in terms of: Age; Sex; Civil Status; Year/s of Employment; Status of Employment; Highest Educational Attainment; Monthly Income/Salary; and Designation/Position/Academic Rank; (2) Describe the leadership commitment being assessed by the respondents in terms of: Qualities of a Leader and Leadership Styles; (3) Determine the degree of agreement about the respondents' job satisfaction; (4) Find out the relationship between the respondents' socio-demographic characteristics and their job satisfaction; (5) Find out the relationship between leadership commitment being assessed by the respondents and their job satisfaction in terms of: Qualities of a Leader and Leadership Styles

This study tested the following null hypothesis: (1) There is no significant relationship between the respondents' socio-demographic characteristics and their job satisfaction and (2) There is no significant relationship between leadership commitment being assessed by the respondents and their job satisfaction in terms of: Qualities of a Leader and Leadership Styles The researcher used the descriptive-comparative research design. Descriptive research is used to describe, and interpret the current status of individuals, settings, conditions or events (Mertler, 2014). In descriptive research, the researcher is simply studying the phenomenon of interest as it exists naturally, no attempt is made to manipulate the individuals, conditions or events.

The researcher conducted this study to focus on describing and determining the Impact of Leadership Commitment on Employees' Job Satisfaction. The respondents were composed of 16 employees from the Office of the Chancellor of Batangas State University ARASOF-Nasugbu. Most significant socio demographic result: refers to age, the permanency and the salary received by the employees, which were the indication in determining employees job satisfaction. On the other hand, the least significant indicators are civil status, years of employment, designation and highest educational attainment.

The different leadership factors such as values, inclusiveness, empowering others, competence, growth mindset and compassion in which earned an overall mean of 3.66 with an equivalent of Totally Agree. It is inferred that the degree of agreement of the respondents to leadership qualities in particular to Management and Leadership is uniform.

As stressed by Anthony Solomon and Renier Steyn (2017) Cultural Intelligence (CQ) is 'an individual's capability to adapt effectively to situations of cultural diversity' and, hence, depicts the capacity to seamlessly make the transition across multiple cultures as opposed to just a single or few cultures. CQ thus allows for the alleviation of stresses that emerge as a result of heightened exchanges between those persons possessing divergent cultural identities.

The degree of agreement of the respondents about their job satisfaction in which earned and over all mean of 5.28 to supervision interpreted as “Agree Very Much”, 5.00 to communication interpreted “Agree Moderately” and 4.91 to co-workers interpreted “Agree Moderately”.

In this results or findings, it highlighted that the supervisor is competent in doing his/her job, a good communication atmosphere is evident in the organization and they like each other as a sign of a good working environment.

There is no significant relationship between the respondents’ socio-demographic characteristics and their job satisfaction as well as between leadership commitment being assessed by the respondents and their job satisfaction in terms of: Qualities of a Leader and Leadership Styles.

On the basis of the findings and conclusion, the following are the researcher’s recommendations:

The study revealed a positive response from the employees as regard to leadership qualities. It is therefore recommended that the Chancellor continue to be supportive at all times, be innovative and flexible who inspires his subordinates, identify champions that can help the organization, and develop the skills of the employees.

In addition, the respondents reiterated that he continues to be proactive and aggressive in making the institution improves to the highest level and continue to be a good decision-maker.

Most importantly, he should continue to provide clear goals for the organization to allow them to grow based on their experiences in their respective offices.

In terms of job satisfaction, the respondents agreed moderately on the statements under Contingent Rewards. Therefore, the institution should find ways on how to extend rewards and recognition to deserving employees.

Lastly, in the part of the researchers, it is recommended to consider on having a re-run on the correlation on leadership commitment to job satisfaction based on subcategories and not based on the totality of the result to clearly highlight the relationship of each category to the employees’ job satisfaction.

KEYWORDS: *Job Satisfaction*