Using SEM to Study the Effect of Leadership to Work Satisfaction and Organizational Commitment in Higher Education

Keywords: leadership pattern, work satisfaction, organizational commitment, structural equation modeling

Intrinsic satisfaction arouses more effort commitment in higher education. Leadership stimulate more work satisfaction then the others. Work satisfaction is highly positive correlated to organizational commitment: value commitment, effort commitment, and sustainability commitment. The analytical conclusions are based on the survey's findings and assumptions.

The object of this study is to explore the influence of leadership patterns on work satisfaction and organizational commitment in higher education. A web survey was used to collect 100 samples from employees and professors of a university in Chang-Hua County. One-way ANOVA and structural equation modeling were implemented to validate the hypotheses set according to the research assumptions.

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