

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

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## ABSTRACT

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 object of this study. There are four patterns of leadership set in the survey: notification, persuasiveness, participation, and authorization; three patterns for work satisfaction: general satisfaction, intrinsic satisfaction, and extrinsic satisfaction; three for organizational commitment: value commitment, effort commitment, and sustainability commitment. The analytical conclusions are followings: 1. The correlation between leadership patterns and work satisfaction is positive. Persuasiveness and participation leadership stimulate more work satisfaction than the others. 2. Work satisfaction is highly positive correlated to organizational commitment. Intrinsic satisfaction arouses more effort commitment in higher education.

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

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