

The Influence of Principal Transformational Leadership, Work Culture on Job Satisfaction through Self-Efficacy of State Elementary School Teachers



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ABSTRACT: This research aims to know and analyze influence leadership transformational head school and culture Work to satisfaction Work through efficacy teacher self. This research is quantitative research with a path analysis approach. The research population was 285 with samples are 166. Data collection was carried out using instruments consisting of transformational leadership of school principals (25 items), work culture (33 items), efficacy self (20 items), teacher job satisfaction (20 items) that have been tested its validity and reliability. Analysis of the research data using path analysis (Path Analysis). The results of the study found that there was an effect of transformational leadership on job satisfaction (0.165) work culture on satisfaction work (0.416), efficacy self to teacher job satisfaction (0.740), leadership transformational to efficacy self (0.626), culture Work to efficacy self (0.408), leadership transformational head school on teacher job satisfaction through efficacy self (0.463), work culture on satisfaction Work through efficacy self (0.302).

KEYWORDS: Transformational leadership, work culture, self-efficacy, job satisfaction

I. INTRODUCTION

Job satisfaction is a positive (pleasant) emotion or feeling that arises as a result of individual perceptions or experiences about work on the factors contained in it (Tampubolon & Said, 2015). In addition, Greenberg & Baron, (2018) dividing the factors of job satisfaction into two major groups, namely factors related to the individual and factors related to the environment, factors related to the individual are factors that come from within the employee such as personality, individual values, social and cultural influences, age and experience work, rate Intelligence whereas factors related to the environment, namely factors related to the organization that affect employee job satisfaction, such as job situations and conditions, reward systems, providers and communication, policies organization.

Ideally a person or individuals who have satisfaction work perfectly, of course, will carry out their duties and obligations perfectly. Because he will have the urge to carry out his duties better. Referring to the results of a pre-survey conducted by researchers show there is a number of background problem dissatisfaction teacher work in Public Elementary Schools in Pelaihari District Tanah Laut District, about 40% of teachers are dissatisfied with their current job because rated too monotonous and not There is the challenge is, 21% of teachers are dissatisfied with promotions that are unfair because of complicated requirements such as being required to make Classroom Action Research (PTK) while teachers do not know the correct and acceptable PTK systematics proposal increase rank, 18% of teachers are dissatisfied with the salary they get because there are still some teachers who do not receive the teacher professional allowance (TPG), 11% of teachers are dissatisfied with their relationships with fellow teachers, because some do not agree and own different views, 10% of teachers are dissatisfied with the supervision carried out by the principal or school supervisor rated too burdensome Because exists assignment invoice.

The results of this pre-survey raise conjecture that satisfaction Work influenced by various factor among them is leadership, culture work and efficacy self. Hariani, n.d., (2022) states that there are a number of factors that influence job satisfaction, namely leadership, culture organization and efficacy self. Besides efficacy self, a factor that also determines the satisfaction Work done leadership transformational. Review results researcher to Several previous studies stated that there is a relationship or influence between leadership transformational head school with teacher job satisfaction. Transformational leadership has a direct effect on teacher job satisfaction. (Rizkie et al., 2022; Normianti & Aslamiah, 2019). Then Hidayati, (2022)states that leadership has a direct effect on job satisfaction. Leadership is a process of influencing the activities of an organization organized group, headed to goal attainment. Successes and failures leader determined by the nature and style of leadership in directing dynamics the group. To influence others, a leader must own maturity, intelligence, high self-confidence, consistency, firmness, will supervising, partnerships and others (Daryanto, 2018).

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II. METHODOLOGY

This research includes quantitative research with a path analysis approach, namely the research aims to explain the facts and find out how much influence the variables have. The population in this study were 285 public elementary school teachers. The sampling technique used is *proportional random sampling*. the number of samples is determined based on formula slovin are 166 people. Data is collected via instrument leadership transformational head school (influence idealist , inspirational motivation , intellectual stimulation , individual consideration), work culture (attitude to work , behavior worker diligent), efficacy self (confident can complete the task, confident can motivate yourself, sure capable try hard , persistent and diligent , sure capable face obstacles and difficulties), job satisfaction (the job itself, salary, promotion, supervision, colleagues) instrument was analyzed through validity and reliability tests description of the collected data use analysis path to see direct and indirect effects, by first carrying out normality , linearity , and homogeneity tests .

III. RESEARCH RESULTS AND DISCUSSION

Based on the results of data analysis using path analysis as described above from influence, found coefficients influence direct and indirect as pictured below:



Figure 1: Path Analysis Model X1, X2, Z and Y

Based on Figure 1 above, the hypothesis in this study can be seen in Tables 2 and 3

Table 1. Summary of Hypothesis Testing Decisions H₁ H₂ H₃ H₄ H₅

hypothesis		P	Decision
H ₁	positive influence significant leadership transformational head school on job satisfaction	0.000	Accept
H ₂	There is a significant positive effect of work culture on job satisfaction	0.000	Accept
H ₃	There is influence positive significant efficacy self to job satisfaction	0.000	Accept
H ₄	positive influence significant leadership transformational head school to efficacy self	0.000	Accept
H ₅	There is a significant positive influence of culture Work to efficacy self	0.000	Accept

Table 2. Summary of Hypothesis Testing Decisions H₆ and H₇

hypothesis		Direct	Indirect	Decision
H ₆	There is no positive influence direct leadership transformational head school to satisfaction Work through efficacy self	0.165	0.190	Accept
H ₇	There is an indirect positive effect of work culture on satisfaction Work through efficacy self	0.416	0.133	Accept

Table 1 is a summary of the decisions H₁ , H₂ , H₃ , H₄ , and H₅ with criteria mark significance not enough of 0.05, then the hypothesis is accepted. Table 2 is a summary of the decisions for testing the hypotheses H₆ and H₇ with the stipulation that if the direct effect coefficient is smaller than the indirect effect coefficient, then the hypothesis is accepted. Based on the results of the analysis in Table 1, this study succeeded in finding the influence between variables which can be explained as follows.

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A. *The Effect of Transformational Leadership on Teacher Job Satisfaction*

The results of the study show that the transformational leadership of school principals has a positive and significant effect on the job satisfaction of teachers of public elementary schools in Pelaihari District. Tanah Laut District indicated by value *Beta* 0.165 with a significance of 0.000.

The results of this study are in line with research (Normianti & Aslamiah, 2019) which states that there is a relationship direct leadership transformational with satisfaction work. The same is also expressed (Djaya, 2022; Normaini et al., 2022; Rizkie et al., 2022; Suriansyah et al., 2021) that style leadership transformational influential to job satisfaction .

B. *The Effect of Work Culture on Teacher Job Satisfaction*

The results of the study show that work culture has a positive and significant effect on the job satisfaction of public elementary school teachers in Pelaihari District Tanah Laut District indicated by value *Beta* 0.416 with a significance of 0.000.

The results of this study are in line with research (Tetuko, 2012) which states that culture has a positive and significant effect on job satisfaction. (Murtedjo & Suharningsih, 2016) states that the culture that takes place in an educational institution contributes to teacher job satisfaction. Hosan et al. (2019) which states that culture has an influence on job satisfaction. (Antariksa, 2020) also stated that culture influences job satisfaction. (Fahlevi et al., 2021; Juwaini & Fahlevi, 2021) states that work culture has a significant role on job satisfaction.

C. *The Effect of Self-Efficacy on Teacher Job Satisfaction*

The research results show that by direct efficacy Teacher work has a positive and significant effect on the job satisfaction of public elementary school teachers in Pelaihari District Tanah Laut District indicated by value *Beta* 0.740 with a significance of 0.000.

The results of this study are supported by (Tampubolon & Said, 2015), (Karnati & Wiratma, 2017) stated that the efficacy self relate with job satisfaction. (Syamili, 2020) in his research stated that job satisfaction relate with efficacy self . Likewise research (Tanjung & Arifudin, 2020) which states that the efficacy self influential directly on job satisfaction.

D. *The Effect of Principal Transformational Leadership on Self-Efficacy*

The results of the study show that the principal's Transformational leadership directly has a positive and significant effect to efficacy himself a public elementary school teacher in Pelaihari District Tanah Laut District indicated by value *Beta* 0.626 with a significance of 0.000.

Literature mention efficacy self will appear if somebody have orientation high goals _ (Robbins & Timothy A. Judge, 2018). This indicates style leadership transformational approach that focuses on improving orientation requirements can also increase efficiency self student. In line with that, Bass (2016) said leader with style transformational will influence the success of the people they lead with method build confidence to succeed. Research (Karnati & Wiratma, 2017), proves that leadership transformational head school influential to efficacy self.

E. *Effect of Work Culture on Self-Efficacy*

significant effect directly to efficacy himself a public elementary school teacher in Pelaihari District Tanah Laut District indicated by value *Beta* 0.408 with a significance of 0.000.

Stephen (Sartana & Entang , 2020: 42) states that efficacy self part from social cognitive theory or social learning theory, refers to beliefs someone that he is capable do a good job. From the theory of Efficacy experts self can be synthesized as norms behavior that contains values agreed upon by members which is used as applicable regulations and used as habit and used as a solution to problems within the organization.

F. *Influence Leadership transformational Head School on Teacher Job Satisfaction through Teacher Self-Efficacy*

The influence of the principal's transformational leadership indirectly on satisfaction Work through efficacy himself a public elementary school teacher in Pelaihari District Tanah Laut District is multiplication between the direct influence of the principal's Transformational leadership on teacher job satisfaction with influence efficacy the teacher's self on job satisfaction which earned a score of 0.190. The meaning is that there is a moderate indirect effect of the principal's Transformational leadership on satisfaction Work through efficacy himself a public elementary school teacher in Pelaihari District Land of the Sea District . When compared to the value of the direct effect, the value of this indirect effect is greater than the direct effect of the principal's Transformational leadership on teacher job satisfaction. So it can concluded that the efficacy the teacher himself is able to mediate the influence of the principal's Transformational leadership on the job satisfaction of teachers of public elementary schools in the Pelaihari District Land of the Sea District .

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Ardiani (2018) stated somebody with efficacy High self-esteem tends to have high job satisfaction too, this is caused by someone who has efficacy self tall believe that they have the ability to be able to do and complete the job better than somebody with efficacy low self-esteem , so that it can affect satisfaction in certain individuals about the work done

G. The Effect of Work Culture on Teacher Job Satisfaction through Self-Efficacy

Influence of work culture indirectly on satisfaction Work through efficacy himself a public elementary school teacher in Pelaihari District Tanah Laut District is multiplication between the direct influence of work culture on teacher job satisfaction with influence efficacy the teacher's self on job satisfaction which earned a score of 0.133. The meaning is that there is a low or weak indirect effect of work culture on satisfaction Work through efficacy himself a public elementary school teacher in Pelaihari District Land of the Sea District. When compared with the value of the direct effect, the value of this indirect effect is more small from direct influence of work culture on teacher job satisfaction. So it can concluded that the efficacy teachers themselves are not maximal in mediating the influence of work culture on the job satisfaction of teachers of public elementary schools in Pelaihari District Land of the Sea District.

Ardiani (2018) stated somebody with efficacy High self-esteem tends to have high job satisfaction too, this is caused by someone who has efficacy self tall believe that they have the ability to be able to do and complete the job better than somebody with efficacy low self-esteem, so that it can affect satisfaction in certain individuals about the work done.

IV. CONCLUSION

There are direct and indirect influences between leadership transformational head school, work culture , and teacher self-efficacy on job satisfaction. For teachers should more increase aspects of self -efficacy faith and perseverance in carry out obligation.

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