

THE EFFECT OF LEADERSHIP AS MODERATING VARIABLE FOR THE INFLUENCE OF WORK SATISFACTION AND ACHIEVEMENT MOTIVATION OF EMPLOYEE COMMITMENTS

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Abstract

A high or low commitment of an employee becomes an essential aspect for an organization. If every employee has a strong commitment, the staff will provide the best performance for the company and the best service to the community. Human resources commitment represents one of the keys factors that determine the success of an organization and supports the management to achieve its goals. It was proved in several studies that job satisfaction is positively associated with engagement, so employee job satisfaction influences work commitments. In this context, achievement motivation represents the need of each individual to do better than others and to achieve higher results.

This study aims to identify the relationship between three main indicators that give a complex overview of the staff implication in a public institution: job satisfaction, achievement motivation towards employee work commitment and moderating leadership. The study took place at the University of North Sumatra, Indonesia, in 2019. Using a sample of 91 respondents divided into 15 work units, the results of the study proved that job satisfaction has a significant effect on employee working commitments (with p-value $-0.00 < 0.05$) and achievement motivation (with X2 p-value $0.002 < 0.05$). Also, job satisfaction has a significant effect on employee's commitment (with a p-value $-0.00 < 0.05$), achievement motivation on employee's commitment (with a value of X2 p-value $0,000 < 0.05$) and Leadership has a significant effect on employee commitment employee (with a p-value $-0.00 < 0.05$).

This research suggests that companies should pay more attention to job satisfaction, achievement motivation and leadership so that employees to have a higher commitment to work, starting from the example of the University of North Sumatra.

Keywords: job satisfaction, achievement motivation, leadership, work commitment

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