

ABSTRACT

RIMA. NIM. 190211030056. *The Influence of Transformational Leadership, Organizational Culture, and Compensation System on Job Satisfaction of Islamic Middle School Teachers in Banjarmasin City* under the guidance of I: Dr. H. Ahmad Salabi, S.Ag., M.Pd. and II: Dr. Suriagiri, M.Pd. at *Posgraduate UIN Antasari Banjarmasin, Islamic Education Management Study Program* the year 2022.

Keywords : Transformational Leadership, Organizational Culture, Compensation System, and Job Satisfaction

Satisfaction in carrying out tasks is an important aspect for the performance or productivity of a teacher, this is because most of the teacher's time is used to work in educating students at school. To achieve this satisfaction, there are several things that can influence it, including (1) transformational leadership; (2) organizational culture; and (3) compensation system. This study aims to analyze (1) the effect of Transformational Leadership on Teacher Job Satisfaction; (2) the influence of Organizational Culture on Teacher Job Satisfaction; (3) the effect of the Compensation System on Teacher Job Satisfaction; and (4) the influence of Transformational Leadership, Organizational Culture, and Compensation System on Teacher Job Satisfaction.

The population in this study were all teachers with honorary status as well as permanent teachers of non ASN foundations who served in Islamic junior high schools throughout the city of Banjarmasin. The sample used in this study is the total sample, namely the entire population with a total of 114 teachers. The approach used in this research is a quantitative approach. Data analysis used multiple linear regression, with t-test and F-test and coefficient of determination with the help of the IBM SPSS version 26 application.

The results showed that: (1) there was an effect of transformational leadership on teacher job satisfaction, with the results of the X1 variable test against Y showing the results of t count $4.365 > t$ table 1.977 with a significant level of $0.000 < 0.05$; (2) there is an influence of organizational culture on teacher job satisfaction, with the results of the X2 variable test on Y showing the results of t count $5.069 > t$ table 1.977 with a significant level of $0.000 < 0.05$; (3) there is an effect of the compensation system on teacher job satisfaction, with the results of the X3 variable test on Y showing the results of t count $4.142 > t$ table 1.977 with a significant level of $0.000 < 0.05$; and (4) there is an effect of transformational leadership, organizational culture, and compensation system on teacher job satisfaction simultaneously with the results of F count $73.506 > F$ table 2.67 with a significant level of $0.000 < 0.05$ with an R-square of 61.2% .