The Factors Effect of Transformational and Transactional Leadership and Organizational Commitment on The Employee’s Job Satisfaction and Job Performance

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This research focused on the factors effect of transformational and transactional leadership and organizational commitment on the employee's job satisfaction and job performance. Data were collected through a questionnaire from 400 employees in Bangkok. The 400 questionnaires were sent back to researcher. In this study, multiple regression was used to analyze the data. Results showed that transformational and transactional leadership had direct relationship with the employee's job satisfaction and job performance, and the organizational commitment also had the positive effect on the employee's job satisfaction and job performance. The main implication of this study, the leaders should use appropriate policies and innovative managing methods to increases employee's job satisfaction and job performance by uses of the limited resources.