

Effect of Innovative Leadership on Teachers' Job Satisfaction Mediated by the Role of A Supportive Environment

Catherine Eder-Flores, Eden Caceres Callo

<https://orcid.org/0000-0001-7875-2024>

catherine.flores004@deped.gov.ph

Laguna State Polytechnic University - San Pablo Campus
San Pablo City, Laguna, Philippines

Abstract

The aim of this research was to determine the effect of innovative leadership on teachers' job satisfaction as mediated by the role of a supportive environment. The hypotheses were: 1) The Supportive Environment do not significantly mediate the relationship between extent of Innovative Leadership and the level of Teachers' Job Satisfaction on Operating Procedures; and 2) The Supportive Environment do not significantly mediate the relationship between extent of Innovative Leadership and the level of Teachers' Job Satisfaction on Performance-Based Rewards. In this study, descriptive-correlational research design was used and quantitative research was conducted. A total of 165 teacher-respondents from 11 elementary and 3 secondary schools in the District of Alaminos, Laguna. The researcher adapted and modified survey questionnaires from related studies. Research finding revealed that there is a significant relationship between the extent of innovative leadership on teachers' job satisfaction. The correlation between innovative leadership and teacher's job satisfaction on operating procedures and performance-based rewards were found to have manifested a strong significant relationship. Moreover, findings also suggest that a supportive environment partially mediate the relationship between extent of innovative leadership and the level of teachers' job satisfaction.

Keyword: Innovative leadership; supportive environment; teachers' job ssatisfaction.