

## RELATIONSHIP AMONG PRINCIPAL SERVANT LEADERSHIP, SCHOOL ORGANIZATIONAL CLIMATE AND TEACHERS' JOB INVOLVEMENT OF ELEMENTARY SCHOOL

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### ABSTRACT

This research aims to analyze the correlation among principal servant leadership, school organizational climate and teachers' job involvement of elementary school. After analyzing related literature, it is found that demographic variables like gender and age difference in perception of teachers' job involvement. In addition, if principal servant leadership and school organizational climate has correlation with teachers' job involvement as well. In order to accomplish the research purpose, this study extracted 1582 elementary school teacher as the research subjects to conduct the Principal Servant Leadership Scale, School Organizational Climate Scale, and Teachers' Job Involvement scale. The three scales have all been pretested, and have good reliability and validity. We analyzed the collected effective questionnaire data with hierarchical regression. The results show: 1.The explanatory power of principal servant leadership for teachers' job involvement is 46.40%, 2.The explanatory power of school organizational climate for teachers' job involvement is 13.00%.

**Keywords:** Principal servant leadership, teachers' job involvement, school organizational climate.