

Characteristics of Transcendental Leadership in Managing Educational Organization to Sustainable

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Abstract:- Leadership is important characteristics of leaders to will be implemented in managing organization to effectiveness. Specific purpose this study have the objectives are to analyzed characteristics of transcendental leadership in managing educational organization to sustainable, and analyzed relationship of characteristics of transcendental leadership for effecting job satisfaction and organization commitment. Collections of qualitative research came from documentary study and interview, quantitative to survey by questionnaire into the data. Characteristics of transcendental leadership including leadership spirit, vision, morals and ethics, pursuing service, leader competency. Relationship of characteristics of transcendental leadership with job satisfaction and organization commitment to positive relations of statistical significance at the level of .01. Finally, leadership were special skills into ability of energetic and ability of creating passionate for personnel in all sectors.

Keywords:- Characteristics of transcendental leadership; relationship; job satisfaction and organization commitment.

I. INTRODUCTION

Leadership that the process and ability to influence in orders for the followers to understand the direction and work that is consistent with the mission of the organization to a leading the goals of successful as specified, the study of leadership situations will focus on the characteristics and qualities also known as traits leadership theory.[1] The leaders have certain qualities, are different from his followers and that quality can encourage leaders to be successful. However, still cannot confirm that the above characteristics that can really affect the effectiveness of leaders in the organization, the study of leadership characteristics therefore becomes less important and leads to the search for effective leadership which result from the behavior of the leader himself, by calling this study method of behavioral leadership theory and the study of leadership developed further concepts, namely, situational or contingency leadership theory to the mention of effective leadership behavior will change according to the situation, isn't an attached of any behavior only. [2] Being as well as leadership depends on the circumstances. In solving administrative problems, there is no best way, depending on the situation, decides what method to use in that situation, besides the efficiency depends on the

management style of the leader that can control the operation much and the study of leadership also develops into education of transformational leadership Theory to believe that leaders have power when they can influence their followers to act and that power will arise when motivating followers to satisfy. [3] Also, a study of inclined leadership from behavioral education to moral and psychological education and has developed on transcendental leadership theory with prominent features such as; a leadership style of spiritual dimensions a focusing on doing for goodness, mainly for others and for the general public, also have roles, competencies and characteristics of leaders that are at a particularly high level than other types of leadership. [4] Therefore a leadership is a special form of exercise of power and have special skills in awakening abilities, the ability to create ambitions etc. Conceptual is based on giving and exchanging of contribution based exchange a relationship from the introduction of organizations, followers, and personnel, including personnel development to have competency and operational efficiency of job satisfaction and organization commitment for lead to achieving objectives and organizational goals to sustainability. This research aimed for analyzed the characteristics of transcendental leadership in managing educational organization to sustainable by specific purpose this study in two mains the objectives are to followed;

- To analyzed the characteristics of transcendental leadership in managing educational organization to sustainable.
- To analyzed the relationship of characteristics of transcendental leadership for effecting job satisfaction and organization commitment of the education personnel.

II. THE CONTENTS

- *Transcendental Leadership:-*

A transcendental leadership has been developed further from transactional leadership and transformational leadership, by conceptual framework that describes of transcendental leadership in various issues, therefore need to explain to cover all 3 theories together, that are related which transactional leadership and transformational leadership are continuous leadership that cannot be separated as an independent state, in practice, both leadership styles complementary each other more than polar constructs on issues relating the relationship between leaders and subordinates found that a transformational leadership help to supplement of transactional leadership,

and vice versa, transformational leadership have the opportunity to be ineffective if used alone without transactional leadership. [5] By showing the leadership's attention and concern, respect for both yourself and others from this kind of expression the leader will help his followers feel that they are important, ability to make decisions, able to accomplish tasks and be a leader, there are considered a vision process and ethical processes of leadership and followers for following consistent values, which consists of leadership spirit, vision, morals and ethics, pursuing service, including leader competency. [6] Are the factors in this study aimed to analyzed the transcendental leadership in managing educational organization to sustainable of the research.

➤ *Job Satisfaction and Organization Commitment:-*

Job satisfaction is one of the important factors that will stimulate educational personnel to become more interested in the job, and increase enthusiasm for work to affects the success of the work and able to increase work productivity, a creating job satisfaction for personnel in quality education organizations and a level of feeling satisfied as a result of personnel's interests and attitudes towards work of roles and work duties. [7] Organization commitment is psychological state, which is the connection between the feelings and actions that personnel express to the organization, is an anchor for personnel to remain with the organization both to the emotional attachment and commitment to continuity, include attachment to social norms. Also, a working motivation and job satisfaction will affect the behaviors of the workers and influence the decision to stay or resign of the worker. [8] This research to analyzed the relationship of characteristics of transcendental leadership for effecting job satisfaction to consists of work characteristics, income, development opportunities, leadership, and colleagues, and organization commitment to consists of mind set, the job retention, and norm of the personnel in educational organization.

III. RESEARCH METHODS

➤ *Methodology:-*

This research was a mixed method research including the qualitative research and quantitative research together with participatory action learning by barnstorming and in-depth interviews to multi-contextual and cultural perspectives for the result to the most complete and able to provide research results of explanation to generalization, furthermore, using surveys to provide research results that are descriptive of description aimed for analyzed the characteristics of transcendental leadership in managing educational organization to sustainable by specific purpose this study have two mains the objectives are to analyzed the characteristics of transcendental leadership in managing educational organization to sustainable and analyzed the relationship of characteristics of transcendental leadership for effecting job satisfaction and organization commitment of the education personnel.

➤ *Research Tools:-*

The tools used to collect data include the interview questionnaire of structure in the characteristics of the transcendental leadership on 4th factor as leadership spirit, vision, morals and ethics, pursuing service, leader competency. And questionnaire of semi- structure in assessment of 5 scales in the relationship of transcendental leadership for effecting job satisfaction and organization commitment of the education personnel.

➤ *Key Informant and Sampling:-*

A key informant are the directors of the educational service area office under the office of the Basic Education Commission, Thailand were the presidents of the government inspection area group on clusters of 20 persons by purposive sampling. The sampling were directors of the educational service area office, the school directors and teachers both to primary and secondary education of 1,500 persons, the participants they all were multistage random sampling.

➤ *Data Collection:-*

The qualitative data came from documentary study a together with participatory action learning by barnstorming and in-depth interviews by interview questionnaire with key informant are the directors of the educational service area office under the office of the Basic Education Commission, Thailand were the presidents of the government inspection area group on clusters of 20 persons for studying the characteristics of transcendental leadership in managing educational organization to sustainable. The quantitative data to survey by questionnaire with the sampling were directors of the educational service area office, the school directors and teachers both to primary and secondary education of 1,500 persons for studying the relationship of transcendental leadership for effecting job satisfaction and organization commitment of the education personnel to the data.

➤ *Data Analysis:-*

The data analysis on characteristics of transcendental leadership in managing educational organization to sustainable is a qualitative using 3-step analysis which to, 1) data reduction can be coding a classify the variable that can enumerate the frequency, 2) data organization was classification of variables and grouping variables of elements or dimensions, then group elements into indicator-concepts model, 3) interpretation was specifying the direction and trend of the relationship between concepts, by explaining and interpreting the logical relationships leading to conclusions. On the relationship of transcendental leadership for effecting job satisfaction and organization commitment of the education personnel is the quantitative was analyzed by descriptive statistical analysis including percentage, mean, standard deviation. Also, finding the relationship between variables to Pearson's product moment correlation coefficient (r).

IV. FINDINGS AND DISCUSSIONS

Characteristics of transcendental leadership in managing educational organization to sustainable were followed:

A. Characteristics of transcendental leadership in managing educational organization to sustainable at a “Key” of five characteristics and indicators including leadership spirit, vision, morals and ethics, pursuing service, leader competency shown to figure 1.



Fig 1:- Five Characteristics of transcendental leadership

➤ *Characteristics of Leadership Spirit:-*

That leaders hold and attention to subordinate personnel, dedicated in his duties and focusing the effectiveness of the work, personnel, organization, include attention to maintain quality personnel to stay with the organization as long as possible, creating incentives and showing leadership potential using various techniques in order to achieve the achievement of the organization's goals. From the planning, organization, coordination, communication, and performance evaluation, and keeping personnel working together, and achieving job satisfaction. By being brave enough to have the initiative to create new things and is a good role model from the courage to think, to make decisions, to have a strong mind, the power of thinking in creating jobs.

➤ *Characteristics of Vision:-*

Setting goals for anticipation through paradigms And the wide vision can lead the subordinate personnel to move forward, and create cooperation for all personnel to achieve their goals for success, increasing the potential of personnel, a support to become a good leader in the future. Including able to transform the vision into real work operations until achieving the most success and building cooperation of teamwork to enable personnel to cooperate, join forces, join hands and helping with service work as well as allowing followers to open up a new worlds.

➤ *Characteristics of Morals and Ethics:-*

The performance of empowered leaders, Fair, honest and have a good governance principles, adherence to accuracy and being faithful including with honesty, responsibility, patience. Understanding and being compassionate, decisions based on good principles and reasons, an expression of sincerity and attention in all the feelings of teamwork.

➤ *Characteristics of Pursuing Service:-*

Focusing the common, conducting service as a service provider that aims to manage personnel and others from the attentive service allocate relief and help to get the most benefit, providing assistance and personnel support from being the coordinator in the organization to achieve smooth work and aim for efficiency at work. As well as coordination outside the organization to create a network of collaborative ideas to manage, reconciliation when problems occur, public relations and helping colleagues, continuous development, allowing everyone to progress and bring the organization to its destination.

➤ *Characteristics of Leader Competency:-*

An ability to formulate strategies for personal and organizational development, the ability to lead oneself, lead others, and lead the organization to be the leader of change as an opportunity, knowing how to find the right change and how to create change effectively (eg., future building policies, systematic ways to look for and anticipate

changes, the correct way to become familiar with both internal and external changes, the policy of creating a balance between change and continuity), systematically creating new things that can raise awareness among personnel and to see that change is an opportunity that is emerging, the efficiency and effective use of technology.

B. The relationship of characteristics of transcendental leadership for effecting job satisfaction and organization commitment of the education personnel to shown on table,1 and table,2.

Job Satisfaction	Characteristics of Transcendental Leadership	Sig. (2-tailed)	Relationship Levels
1. Work Characteristics	0.837**	0.000	Highest
2. Income	0.825**	0.000	Highest
3. Development Opportunities	0.817**	0.000	Highest
4. Leadership	0.739**	0.000	Highest
5. Colleagues	0.722**	0.000	Highest
Totals	0.788**	0.000	Highest

** p < .01

Table 1:- Relationship of Pearson’s product Moment Correlation Coefficient (r) between characteristics of transcendental leadership with job satisfaction.

Job Satisfaction	Characteristics of Transcendental Leadership	Sig. (2-tailed)	Relationship Levels
1. Mind Set	0.815**	0.000	Highest
2. Job Retention	0.810**	0.000	Highest
3. Norm of the Personnel	0.808**	0.000	Highest
Totals	0.811**	0.000	Highest

** p < .01

Table 2:- Relationship of Pearson’s product Moment Correlation Coefficient (r) between characteristics of transcendental leadership with organization commitment.

The relationship of characteristics of transcendental leadership for effecting job satisfaction to consists of work characteristics, income, development opportunities, leadership, and colleagues, and organization commitment to consists of mind set, job retention, and norm of the personnel in educational organization at a relationship level of highest levels, to have positive relations of statistical significance at the level of .01.

➤ *Discussions:-*

Characteristics of transcendental leadership were leadership spirit, vision, morals and ethics, pursuing service, leader competency. Relationship of characteristics of transcendental leadership for effecting job satisfaction and organization commitment to positive relations of statistical significance at the level of .01. Because the characteristics of transcendental leadership in managing educational organization to sustainable are carried out in sequence of studying the documentary, barnstorming and in-depth interviews to multi-contextual and cultural perspectives for the result to the most complete and able to provide research results of explanation to generalization, furthermore, using surveys to provide research results. The characteristics of transcendental leadership has been developed further from transactional leadership and transformational leadership. Difference of transactional leadership using rewards as controlling the mechanism for

exchanging relationships. [9] Which is a method of motivating people to follow with external factors, while transformational leadership uses rewards only as complementary system to increase followers' commitment and only increase the internal motivation of followers. [10] Transcendental, there is a what happened of mind sets and spiritual to personnel of higher than normal levels that used to be, and higher than that personnel's ego. [11] Therefore, characteristics of transcendental leadership to emphasizes using the values, attitudes, behaviors, and visions there are to internal incentive system to come up the educational personnel for will lead to an uplifting of the mind and living with greater value and meaning, include developing spiritual both the leaders themselves and their followers to be highest. [12] Including willingness and knowledge that is available to benefit the organization for making the organization achieve its goals as a result of responding to motivation according to the needs of each individual in the desired way. And opportunities for career advancement, receiving support from corporate leadership. Create a change in action plans to differentiate things from the original, setting goals and choosing methods to be used for management from strategic planning and implementation of plans, relying on understanding and cooperation, reinforcement, as well as the efficiency and effective use of technology.

V. CONCLUSIONS

Characteristics of transcendental leadership in managing educational organization to sustainable are to the leadership spirit that leaders hold and attention to subordinate personnel, dedicated in his duties and focusing the effectiveness of the work, personnel, organization, include attention to maintain quality personnel to stay with the organization as long as possible, creating incentives and showing leadership potential using various techniques in order to achieve the achievement of the organization's goals, a vision of setting goals for anticipation through paradigms and the wide vision can lead the subordinate personnel to move forward, and create cooperation for all personnel to achieve their goals for success, morals and ethics are performance of empowered leaders, fair, honest and have a good governance principles, pursuing service were focusing the common, conducting service as a service provider that aims to manage personnel and others from the attentive service allocate relief and help to get the most benefit, leader competency as ability to formulate strategies for personal and organizational development, the ability to lead oneself, lead others, and lead the organization to be the leader of change as an opportunity, knowing how to find the right change and how to create change effectively.

➤ *Implementation*

Characteristics of transcendental leadership were special skills into ability of energetic and ability of creating passionate for personnel in all sectors creating an understanding of how to adjust to various situations, include coordinating forming network partners in the form of collaborative development, collaborative thinking, practice and evaluation.

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