

TRANSFORMATIONAL LEADERSHIP STYLE, TEACHER SATISFACTION AND RETENTION IN LOCAL UNIVERSITIES AND COLLEGES (LUCs) IN ORIENTAL MINDORO

Lalyne M. Fortu, RL, MLIS

University of Perpetual Help System Laguna

PHILIPPINES

Email: lalynefortu20@gmail.com

Dr. Susana C. Bautista

University of Perpetual Help System Laguna

PHILIPPINES

Email: bautista.susana@uphsl.edu.ph

ABSTRACT

This study investigated the relationship between transformational leadership styles, teacher satisfaction, and retention rates among faculty members in Local Universities and Colleges (LUCs) in Oriental Mindoro during A.Y. 2024-2025. Specifically, it aimed to assess how faculty members perceive the transformational leadership style of administrators or school heads, their own level of job satisfaction, and their intent to remain in their institutions. A descriptive-correlational research design was employed, utilizing a researcher-made questionnaire administered to 92 faculty members selected through stratified random sampling. Data were analyzed using Pearson correlation and regression analysis. The research followed a structured and systematic data-gathering procedure. Findings revealed significant positive relationships: a high positive correlation between transformational leadership style and teacher satisfaction ($r = 0.743$, $p < 0.001$), a moderate positive correlation between transformational leadership style and retention ($r = 0.639$, $p < 0.001$), and a high positive correlation between teacher satisfaction and retention ($r = 0.891$, $p < 0.001$). Stepwise regression analysis further confirmed that inspirational motivation and individualized consideration are significant predictors of retention, and all four dimensions of teacher satisfaction significantly contribute to faculty retention. The study concludes that transformational leadership substantially enhances teacher satisfaction and retention in LUCs in Oriental Mindoro by fostering a supportive, motivating, and growth-oriented environment. These findings provide empirical evidence of the critical role leadership plays in promoting faculty well-being and institutional stability.

Keywords: Descriptive Correlational Study, Transformational Leadership Style, Teacher Satisfaction, Retention, Local Universities and Colleges (LUCs)