



## SERVANT LEADERSHIP AMONG DEPARTMENTS' HEADS AND SUPERVISORS AT TABUK UNIVERSITY, AND ITS RELATIONSHIP WITH ORGANIZATIONAL COMMITMENT AMONG FACULTY MEMBERS

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**ABSTRACT\_** This study aimed to identify the nature of the relationship between practicing the servant leadership for departments' heads and supervisors, and the organizational commitment among faculty members at Tabuk University. This study has adopted the descriptive paradigm in order to accomplish its objectives via a questionnaires. The questionnaires were distributed to (131) out of (603) among faculty members at Tabuk University which represents (21,7%). This study revealed that: The degree of practicing the servant leadership for department's heads and supervisors at Tabuk University was high with arithmetic average (3.75). The level of organizational commitment for faculty members at Tabuk University was 'high' with arithmetic average (3.7), while the continuous commitment was at 'medium' level with arithmetic average (3.39). There is a statistically significant result for the variable 'gender' in the domain of 'Servant Leadership' at the (0.01) level of significance for male faculty members, and there is no significant result for the other domain 'Organizational commitment'. There is a statistically significant result for the variable 'Subject' in the domain of 'Servant Leadership' at the (0.01) level, and (0.01) for the domain of 'Organizational Commitment', and it was for the 'Humanities Sciences' subject. There is no statistically significant result for the variable 'Job' in both domains; the servant leadership and organizational commitment. There is no significant result for the variable 'Academic Ranks' in servant leadership, whereas the 'Organizational Commitment' domain there is a statistically result at the (0.05) level of significance for the Professor and Associate Professors. There were a positive correlation coefficient between the degree of practicing the servant leadership for department's heads and supervisors, and the organizational commitment for faculty members at the level (0.01). The most prominent recommendations for this study are spreading the culture of Servant Leadership among faculty members, which ease and raise the degree of organizational commitment. In addition, give an importance for everything that secure their jobs which ensure their continually in their jobs especially who are distinguished scientifically.

**KEY WORDS:** Servant Leadership, Organizational Commitment.

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