

## ABSTRACT

Khusnah, Mas'ul. 2015. *Principal's Strategy for Developing Teacher's Commitment in Organization (Case Study at State Islamic Primary School Beji, Pasuruan)*. Thesis, Psychology Faculty Maulana Malik Ibrahim State Islamic University of Malang.

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Teacher's commitment for school organization is process at individual to identify their selves by values, rules, and organization goal and make someone have a desire for taking care for their member in the organization. So, principal having a role and strategy needed for developing teacher commitment in organization.

This research goal are to know teacher's commitment type in organization in State Islamic Primary School Beji, to know principal's strategy for developing teacher commitment in organization in State Islamic Primary School Beji, and to know impact of developing of commitmen in organization to teacher performance.

Approach that used for this research is qualitative approach those case stud. There's subject is Principal, Vice Principal, and teachers of State Islamic Primary School Beji. And metode of data colection that use are interview, observation, and documentation.

The result show that 1) Teacher's commitment type in organization in State Islamic Primary School Beji that dominat is Affective Commitment followed Normative Commitment and Continue Commitmen 2) Principal's strategy for developing teacher commitment in organization in State Islamic Primary School Beji are a) making good interaction with all member of State Islamic Primary School Beji there are teachers, staff and the parent of student, b) making cooperation by discussion if there is programme or for resulfig problem in the State Islamic Primary School Beji, c) give duty according to teacher skill, d) always remember the visions, the missions, madrasah goal, discipline, profesionality, loyalty, and the responsibility, e) giving motivation and attention to all madrasah member, f) democratic and objective, g) giving good example by doing without lot of words, and h) apply reward and punishment system. 3) Impact of developing of commitmen in organization to teacher performance are a) increased of teacher discipline, b) increased of attendance, c) increased of teacher performance for the contest, and d) increased of teacher's work spirit so their work finish on time and according to schedule.