

ABSTRACT

The change from the 2013 Curriculum to the Independent Curriculum means that teachers need to understand the role and function of teachers in implementing the Independent Curriculum. Understanding these roles and functions makes teachers feel satisfied in their work. This research aims to analyze the influence of Ethical Leadership on Job Satisfaction. In previous studies, there are still inconsistencies in the research results which form the basis of this research regarding the relationship between Ethical Leadership and Job Satisfaction. Apart from that, this research also looks at the mediating effect of Psychological Safety and the Moderating effect of Self-Efficacy on the relationship between Ethical Leadership and Job Satisfaction. This research was conducted on permanent teachers at five private high schools (SMA) in Semarang City. The population and sample in this study were all permanent teachers in five private high schools in Semarang City, totaling 180 people. The research was conducted by distributing questionnaires to all permanent teachers in five private high schools in Semarang City. In this study, data analysis was carried out using structural equation modeling (SEM) with the SMART PLS 3 analysis tool. The results of this study indicate that Ethical Leadership has no significant effect on Job Satisfaction, Ethical Leadership has a significant positive effect on Psychological Safety, Psychological Safety has a significant effect on Job Satisfaction, Psychological Safety mediates the relationship between Ethical Leadership and Job Satisfaction, and Self-Efficacy does not moderate the relationship between Ethical Leadership and Job Satisfaction.

Keywords: *ethical leadership, job satisfaction, psychological safety, self-efficacy*