

ABSTRACT

Madrasah play a vital role in shaping the character and quality of future generations; therefore, they require committed, professional teachers with high performance. This research intend to analyze and dig into the impact of Islamic leadership and organizational support on teacher performance with organizational commitment as a mediating variable.

The study employed a quantitative method with an explanatory approach. The sample consisted of 70 civil servant teachers at MAN 1 Surakarta. Data were examined using Structural Equation Modeling (SEM) with the Partial Least Square (PLS) method through the SmartPLS 3.0 software.

The outcome revealed that Islamic leadership doesn't straight affect teacher performance but has a positive and significant effect on organizational commitment. Organizational support positively and significantly affects both organizational commitment and teacher performance. Furthermore, organizational commitment positively and significantly affects teacher performance and partially mediates the relationship between Islamic leadership and teacher performance. The conclusion of this study reinforce the Social Exchange Theory and Perceived Organizational Support, emphasizing the importance of reciprocal relationships between organizations and individuals in improving performance.

Keywords: *Islamic Leadership, Organizational Support, Organizational Commitment, Teacher Performance*

