











( $\beta=0.30, p < .01 \rightarrow \beta=0.06, p > .05$ ) (H8-1, H8-3, H8-4 established). Finally, intrinsic satisfaction has a partially mediated effect on the relationship between individualized consideration and retention commitments ( $\beta = 0.56, p < .01 \rightarrow \beta = 0.22, p < .05$ ) (H6-4 holds). External satisfaction also partially mediates the relationship between individualized consideration and retention commitments ( $\beta=0.56, p < .001 \rightarrow \beta=0.25, p < .01$ ) (H9-4 is established).

**V. DISCUSSION**

The main purpose of this study was to explore the relationship between transformational leadership and organizational commitment and to verify the mediating effect of job satisfaction between the two. The results show that leaders are more receptive to organizational goals and values when they assign meaningful and challenging tasks to their subordinates, inspire and motivate their subordinates' enthusiasm and optimism, and set an example for their subordinates to follow. Secondly, when managers can guide subordinates to think from different perspectives and deal with things in innovative ways, leaders can make subordinates feel admiration, respect and trust, care about their personal development needs, and tap their potential according to their personal abilities, which can prompt subordinates to invest more efforts in the organization. At the same time, individualized care can also stimulate subordinates' sense of belonging and make them more willing to stay in the organization. Secondly, internal and external satisfaction mediates the relationship between partial transformational leadership and organizational commitment. This result reminds managers that they must pay attention to the needs of subordinates' health care factors and incentive factors, so as to strengthen the organization's identity, willingness to contribute to the organization and the sense of belonging that they want to stay in the organization.

**VI. CONCLUSION**

The results of this study are affected by at least several limitations. First, the object of this study is limited to X Property Management Services Co., Ltd., and the results may only be applicable to employees of this company, so there are relatively large limitations in external validity. Secondly, in the process of data collection, some subjects may hold a defensive mentality when answering certain questions, and there may be arbitrary answers on the questionnaire, which may cause errors in the analysis results of this study. In the future, different industries can be analyzed and compared. On the one hand, it can establish the validity of the research on the attitude and behavior of the leadership style towards employees, and it can also better understand the problems and differences.

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