

Relationship of Organizational Culture, Teacher Psychological Empowerment, and Organizational Citizenship Behavior in Universities in Bangkalan District

Authors : Iqbal Abd. Muhbir Hadi Anam

Abstract : The purpose of the study is to discuss the relationship between organizational culture, teacher psychological empowerment, and organizational citizenship behavior at the University of Bangkalan District. The data was obtained using a survey of 100 respondents tested for validity and reliability. The analytical technique used is a hierarchical regression test. The results showed that the organizational culture of the university had a strong influence on the psychological empowerment of teachers and the psychological empowerment of teachers and that the organizational culture and psychological empowerment of teachers provided effective predictions of the psychological empowerment of the university. In addition, organizational culture directly or indirectly influences teachers' organizational citizenship behavior through psychological empowerment. Given these results, universities need to build an organizational culture that reflects the nature of the university.

Keywords : organizational behavior, teacher psychological empowerment, organizational citizenship behavior, universities

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