



[ABS-115]

Fostering Teachers' Innovativeness by Strengthening Motivation and Organizational Citizenship Behavior

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Abstract

This study aims to explore the main role of job motivation and organizational citizenship behavior in improving teachers's innovativeness. Mixed Method with Sequential Explanatory Design is conducted to search 114 teachers which were selected by proportional random sampling of 150 private Formal PAUD in Bogor, West Java. The result shows that teacher's innovativeness can be fostered by the relationship between job motivation and organizational citizenship behavior. It also shows that teacher's innovativeness strengthens the notion that the higher score of the independent variables of job motivation and organizational citizenship behavior and the higher score of the innovativeness serving as the dependent variable. Strengthening job motivations and organizational citizenship behavior will improve teaching practices and having their good innovativeness. A combination of job motivations and organizational citizenship behavior of teachers are required. Finally, teachers conditions for teaching practices were examined at one point in time. Graduation quality of students will increase if teacher's innovativeness also increases.

Keywords: job motivation, organizational citizenship behavior, teacher's innovativeness

Topic: Course Management (CMT)