

ABSTRACT

The Influence Of The Empowerment Of Organizational Members On Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behavior

(A study on the Senior High School teachers of Government Officials of Manado)

The purpose of this study was to examine direct and indirect effects of an integrated multidimensional model of organizational members empowerment upon organizational citizenship behavior (OCB) and considered job satisfaction and organizational commitment as key antecedents.

This study is done in government institution, in the office of Departement of National Education of Manado. Participants comprised 184 teachers from the Senior High School of Government Officials of Manado who completed a questionnaire. It was examined by structural equation model using AMOS 6.0 program by Arbuckle and Wotheke (1999), and reliability was checked using Cronbach's Alpha for Internal Consistency by SPSS Program Version 11.05.

In this study, when job satisfaction and commitment organizational from the Senior High School Teacher of Government Officials of Manado superiors with organizational members empowerment program were likely to be related to greater organizational citizenship behavior.

Key Words : Empowerment of Organizational Members, Organizational Citizenship Behaviors, Job Satisfaction, and Organizational Commitment.

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