

Strengthening Transformational Leadership, Organizational Culture, Interpersonal Communication, Organizational Justice, Job Satisfaction, And Trust In Improving Teacher Ocb.

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- **Abstract:** Organizational Citizenship Behavior (OCB) of teachers plays an important role in education management. This study aims to obtain precise efforts in improving teacher OCB. The study used the HR POP approach to private high school teachers in the Regional Education Office Branch 1, West Java Province with a sample of 256. In the focus of qualitative research, a constellation model of teacher OCB improvement was found that could be carried out through the variables of transformational leadership, job satisfaction, organizational culture, interpersonal communication, justice and trust. These findings were then tested in the quantitative research stage using path analysis with the following research findings: (1) there was a very significant positive direct effect of organizational culture on teacher OCB with a path coefficient of 0.561; (2) there is a very significant positive direct effect of interpersonal communication on teacher OCB with a path coefficient of 0.548; (3) there is a very significant positive direct effect of organizational justice on OCB with a path coefficient of 0.481; (4) there is a very significant positive direct effect of transformational leadership on teacher OCB with a path coefficient of 0.740; (5) there is a very significant positive direct effect of teacher job satisfaction on teacher OCB with a path coefficient of 0.544; (6) there is a very significant positive direct effect of trust in teacher OCB with a path coefficient of 0.506. The findings above indicate that teacher OCB can be improved through improving the variables of transformational leadership, job satisfaction, organizational culture, interpersonal communication, organizational justice and trust. As for the SITOREM method, there are indicators of variables that must be maintained, including: all types of justice, behavior patterns that are allowed and shouldn't, school quality, school symbols, empathy, openness, listening, work itself, promotion opportunities, work conditions, supervision, coworkers, trustworthiness, organizational integrity, environmental influence to trust, organizational competence, civic virtue, sportsmanship; and indicators to improve include: values that are upheld, school norms, social relations in schools, mutual benefit, conducting feedback, inspirational motivation, idealized influence, individualized consideration, promotion intelligence, payment, organizational virtue, preference for Organization, Similarity to Organization, Conscientiousness, Courtesy, Altruism, and Boosterism.
- **Keywords:** Coruscate awakening rate, Ring awakening imagery, Sound awakening system, Sound shoc