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On Teacher's Innovative Behavior: Perspectives from Knowledge Management and Creativity with OCB Mediation

Abstract

Innovation, especially innovative behavior, has become a key interest among teachers in Indonesia, as it is argued to play an eminent role in increasing work quality and effectiveness, in particular, tasks of teaching. However, empirical evidence when assessing innovative behavior is still relatively limited, so this study explores the effect of knowledge management (KM) and creativity on innovative behavior mediating by organizational citizenship behavior (OCB). The research data was collected by a questionnaire through a survey. The participants of this research are 363 teachers selected by accidental sampling. Data analysis uses path analysis supported by descriptive statistics. The results revealed that KM and creativity had a positive and significant effect on innovative behavior, both direct and indirect effects mediating by OCB. Thus, the teacher's innovative behavior can be improved through KM, creativity, and OCB. Besides, this research also found a research model about the effect of KM and creativity on innovative behavior mediating by OCB. This evidence can be discussed among researchers and practitioners in developing models of innovative behavior in the future and various contexts of organizations.

Keywords

knowledge management, creativity, OCB, innovative behavior, teacher.

Copyright

Yes

History Records

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