

PELATIHAN PENGEMBANGAN SEKOLAH MELALUI KENDALI PERILAKU ORGANISASI

by wiwik wijayanti, suyud, cepi safruddin, dwi esti andriani, Rahmania Utari

ABSTRACT

Disruption occurs in many sectors including in education, and it causes pressures for school to change the way they operate today. The shifting paradigm leads to behavior changes of the organization members that may causes more variation and it could create obstacles to reach the organization's goals. Schools is at risk because they encounter the paradox, such as innovation versus norms and standard or the battle of professionalism and collegiality. These paradox is resulting the downside effect toward organizational behavior. Therefore, it is important to deliver the knowledge and skill to school members especially teachers to be able to control their organizational behavior. One of the prominent approach to examine organizational behavior is Organizational Citizenship Behavior (OCB). OCB consists of five dimension, there are civic virtue, altruism, consciousness, sportsmanship, and courtesy.

Kata Kunci: *organizational behavior, school management, organizational citizenship behavior*