The Impact of Professional Learning Communities on Organizational Citizenship Behaviour

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Abstract

The education institution needs to transform in order to cope with the competition and globalization issue. The transformation process requires full participation from all the members in the institution. Without the participation of all the members, the institution transformation will be just rhetoric. Hence, it is important for organization to utilize their human resources in order to ensure effective operation. As such, leader plays an important role in implementing the transformation process. The organizational citizenship behaviour (OCB) has a positive impact on the organizational performance and effectiveness. The OCB performance would increase if the OCB is embedded into the organizational culture rather than as an individual initiative. Failures to have a collective OCB may affect the organizational transformation process. This is because the collective working environment can be enhanced through a collaborative working approach. Professional learning communities are similar concept as professional development approach which focuses mainly on collaborative effort. Besides increasing student achievement, professional learning communities seem an effective strategy for positive school changes and improvement. Therefore, professional learning communities could develop a collaborative working approach to achieve the transformation collectively. Five dimensions of professional learning communities will be employed in this study, namely: supportive and shared leadership, collective learning, shared values and vision, supportive and shared condition, and shared personal practice (Hord, 2004). Therefore, this study provides insight into how professional learning communities cultures in Malaysian polytechnic influence OCB from the perspective of the academic lecturers.
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