

## **Participatory Decision Making and Organizational Citizenship Behavior of Teachers in Public Schools in Sri Lanka with the Mediation Role of Empowerment**

Dilini, N. I.<sup>1</sup> and Thisera, T. J. R.<sup>2</sup>

The present study examines the impact of teachers' participation in decision making (i.e., technical domain and managerial domain) on their organizational citizenship behavior and the mediating effect of the empowerment over the relationship between participatory decision making and organizational citizenship behavior. This quantitative study follows a deductive research approach and survey strategy. The purpose of the study is explanatory and it is cross-sectional. Data collection was done using a standard self-administered questionnaire from 281 teachers in 12 selected public schools in one educational division in Sri Lanka. Regression analysis was used to test the hypothesized model of the study. Study findings revealed that technical, managerial, and overall participatory decision making impact positively on organizational citizenship behavior of teachers. Empowerment mediated the relationship between participatory decision making and organizational citizenship behavior. This study has numerous implications for scholars, teachers and school administrators.

**Keywords:** *Empowerment, Organizational citizenship behavior, Participatory decision making, Teachers*

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<sup>1</sup> Queen Mary Junior School, Katana, Sri Lanka [imeshadilini20@gmail.com]

<sup>2</sup> Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [jeewanthi@kln.ac.lk]