

# **The impact of teacher competences through empowerment on organizational citizenship (OCB) of elementary schools teachers in Rasht**

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**The main purpose of the present research is to explain the impact of teacher competences through empowerment on organizational citizenship (OCB) of elementary schools teachers in Rasht. The present research is a descriptive-correlational study and it is a field study in terms of data collection. The statistical population of the study is 15668 teachers District one and two elementary school in Rasht and parents. The sample size was determined using the Cochran formula at 337 teachers. On the other hand, because the student sample size is a function of the number of teachers, for each teacher, two parents were considered. In this research, stratified random sampling method was used. The results of the study showed that the competence (innovation, continuous evaluation and planning) affects organizational citizenship behavior. Also, the results showed that empowerment is the mediating role between competence (innovation, continuous evaluation and planning) and organizational citizenship behavior.**

**Keywords : Keywords: Competency, Innovation, Continuous Assessment, Planning, Empowerment, Organizational Citizenship Behavior.**

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