The Effect Of Organizational Citizenship Behavior On

The Oxford Handbook of Organizational Citizenship Behavior provides a broad and interdisciplinary review of state-of-the-art research on organizational citizenship behaviors and related constructs. The overarching goal is to offer a single resource that will inform and inspire scholars and practitioners of the origins of this construct, the current state of research on this topic, and potentially exciting avenues for future exploration.

This study examined the relationship between individual values and value congruence and job satisfaction, organizational commitment, task performance, and organizational citizenship behavior. The present study was conducted with 192 sales personnel in a sales organization with offices along the eastern seaboard of the United States. The values systems this study examined included Hofstede's Work-Related Values System (1994) and O'Reilley, Chatman, and Caldwell's (1989) Person-Organization Profile Values System. A questionnaire was developed to measure Hofstede's Social, Power, Uncertainty, and Goal orientations. The relationship between the values within O'Reilley, Chatman, and Caldwell's Organizational Culture-Profile was also examined via a factor and item analyses. The analyses yielded three value dimensions: Interpersonal, Ambiguity, and Achievement. It was hypothesized that individual level values on Hofstede's Social, Power, and Goal Orientation would predict job satisfaction, organizational commitment, and organization citizenship behavior. It was also expected that individual level values on Hofstede's Goal Orientation would predict task performance. In terms of the fit between the individual and organizational values, it was hypothesized that fit on Hofstede's four dimensions and O'Reilley, Chatman, and Caldwell's three dimensions would predict job satisfaction, organizational commitment, and organization citizenship behavior. Also, it was expected that fit in terms of Hofstede's Goal Orientation and O'Reilley, Chatman, and Caldwell's Achievement Dimension would predict task performance. Results for the relationship between individual values, value congruence, and job outcomes provided partial support for the hypotheses. Hofstede's Uncertainty Orientation significantly predicted job satisfaction ($r = -.20$). Specifically, individuals who espoused more uncertainty avoiding values exhibited higher levels of satisfaction. Hofstede's Social Orientation ($r = -.19$) and Goal Orientation ($r = -.25$) were also found to significantly predict organizational commitment. Individuals who espoused more collectivist and aggressive goal behavior values exhibited greater levels of organizational commitment. Results for fit indicated that person-organization fit on Hofstede's Power Orientation significantly predicted job satisfaction ($r = .17$) and organizational commitment ($r = .24$). Fit on O'Reilley et al.'s Achievement Dimension was also found to be significantly related to task performance ($r = .22$). The impact of values and fit on job outcomes may have large implications for the financial success of some companies as well as the satisfaction and commitment of employees. Future
research should explore other value systems and explore other operationalizations of fit.

One of the most important outcomes of market reforms in China over the past 20 years has been the emergence of a significant domestic private sector, which now accounts for almost a third of China's GDP and is by far the country's most important source of employment growth. This book is the first in-depth analysis of the management and operation of these domestic private firms, which are defined as companies or organizations created by PRC citizens, including township enterprises and collectives. The book provides a comprehensive and multidisciplinary perspective on the factors important to the successful operation and growth of these firms. It begins with a review of the literature on the topic in three different disciplines - economics, sociology, and management - each followed by several chapters covering recent developments in these areas. Featuring contributions by distinguished scholars and China experts, the work concludes with an insightful chapter on the future of China's public sector in the global economy.

The assessment of individual differences has generated shockwaves affecting sociology, education, and a number of other behavioral sciences as well as the fields of management and organizational behavior. In covering the assessment of individual differences, this book pays tribute to the interests and activities that Douglas N. Jackson has incorporated into his career as a psychologist. He continues to be a leader in putting academic findings to practical use. He has also inspired generations of students with his mastery of complex concepts and as a personal example of the ability to balance several simultaneous areas of research. Consistent with the focus of Jackson's research, the theme of this book will be how the use of deductive, construct-driven strategies in the assessment of individual differences leads to benefits in terms of the applicability of the assessment instruments and the clarity of the conclusions that can be drawn from the research.

This book represents a ground-breaking attempt to assess the impact of public employees’ perceptions on public sector performance in a Latin American and Caribbean context. It opens a window to a generally ignored public sector by illustrating the extent to which public employees’ engagement in citizenship behaviors affect their organizations, as well as how these interdependent relationships underpin actual performance. It offers penetrating insights on public service motivation, transformational leadership, and employee satisfaction and trust. Apart from the psychological insights, this study also establishes a bridge for scholars to undertake comparative studies of public sector performance globally.

Employee-Organization Linkages: The Psychology of Commitment, Absenteeism, and Turnover summarizes the theory and research on employee-organization linkages, including the processes through which employees become linked to work organizations, the quality of such linkages, and how linkages are weakened or severed. The text identifies the determinants of employee commitment, absenteeism, and turnover, as well as their consequences for the individual, work groups, and the larger organization. The book also presents conceptual
models on how employees become committed to, decide to be absent from, and decide to leave their organizations. Human resource practitioners, managers, employers, and industrial psychologists will find the book very informative and insightful.

In today's industrialized societies, the majority of parents work full time while caring for and raising their children and managing household upkeep, trying to keep a precarious balance of fulfilling multiple roles as parent, worker, friend, & child. Increasingly demands of the workplace such as early or late hours, travel, commute, relocation, etc. conflict with the needs of being a parent. At the same time, it is through work that people increasingly define their identity and self-worth, and which provides the opportunity for personal growth, interaction with friends and colleagues, and which provides the income and benefits on which the family subsists. The interface between work and family is an area of increasing research, in terms of understanding stress, job burn out, self-esteem, gender roles, parenting behaviors, and how each facet affects the others. The research in this area has been widely scattered in journals in psychology, family studies, business, sociology, health, and economics, and presented in diverse conferences (e.g., APA, SIOP, Academy of Management). It is difficult for experts in the field to keep up with everything they need to know, with the information dispersed. This Handbook will fill this gap by synthesizing theory, research, policy, and workplace practice/organizational policy issues in one place. The book will be useful as a reference for researchers in the area, as a guide to practitioners and policy makers, and as a resource for teaching in both undergraduate and graduate courses.

This work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration and public policy. Written and edited by leading international scholars and practitioners, this exhaustive resource covers all areas of the twin fields of study. In keeping with the multidisciplinary spirit of these fields, the entries make use of various theoretical, empirical, analytical, practical, and methodological bases of knowledge. The encyclopedia provides a snapshot of the most current research in public administration and public policy, covering such important areas as: 1. organization theory, behavior, change and development 2. administrative theory and practice 3. bureaucracy 4. public budgeting and financial management 5. public finance and public management 6. public personnel and labor-management relations 7. crisis and emergency management 8. institutional theory and public administration 9. law and regulations 10. ethics and accountability Relevant to professionals, experts, scholars, general readers, and students worldwide, this work will serve as the most viable global reference source for those looking for an introduction to the field.?

The objective of this research is to display; (a) the effect of organizational justice in explaining school trust, administrator trust and organizational citizenship behavior, (b) the effect of school trust and administrator trust in explaining organizational citizenship behavior, based on perceptions related with the variables of organizational justice, organizational trust and organizational citizenship behaviors of secondary school teachers. The layout of the research, descriptive in quality, consists of the teachers working at secondary education institutions in the education year of 2006-2007. The survey area consists of 42697 teachers at 1683 secondary schools in randomly chosen 14 cities (two cities from each geographical region) and the sampling consists of 1281 teachers, 721 of 1281 work at general high schools and 560 of 1281 work at vocational schools. As a result of the research, teachers' perception of distributional justice, procedural justice and interactional justice were found as significant predictors of explaining perceptions of school trust, administrator trust and organizational citizenship behavior. Besides, teachers' perceptions of school trust and administrator trust were also confirmed as significant predictors in explaining perceptions of organizational citizenship behaviors in a meaningful way. (Contains 6 tables.).

Positive psychology focuses on finding the best one has to offer and repairing the worst to such a degree that one becomes a more responsible, nurturing, and altruistic citizen. However,
since businesses are composed of groups and networks, using positive psychology in the workplace requires applications at both the individual and the group levels. There is a need for current studies that examine the practices and efficacy of positive psychology in creating organizational harmony by increasing an individual’s wellbeing. The Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance is a collection of innovative research that combines the theory and practice of positive psychology as a means of ensuring happier employees and higher productivity within an organization. Featuring coverage on a broad range of topics such as team building, spirituality, and ethical leadership, this publication is ideally designed for human resources professionals, psychologists, entrepreneurs, executives, managers, organizational leaders, researchers, academicians, and students seeking current research on methods of nurturing talent and empowering individuals to lead more fulfilled, constructive lives within the workplace.

This is the first book on this topic since 1988. It contains 20 timely chapters providing a wealth of information on OCB in its traditional conceptualisation as well as new ideas suggesting the future of the construct. This multidisciplinary construct, which includes management, marketing, industrial psychology, public administration, healthcare, education, tourism and hospitality, and related fields, provides significant benefits to employees, managers, and the organisation. Consequently, it is of great interest to academicians. The book is divided into four sections. The first, "Conceptualisations", contains five chapters that propose new ways of conceptualising OCB and point to the future of OCB research. The second section "Measurement and Level of Analysis" contains three chapters that address measurement of OCB and consider the individual, group, and organisational levels of analysis. "Antecedents of OCB" comprise the third section, which includes social exchange networks, role identity, autonomy and empowerment, motivational traits, rewards and punishments, context, and OCB as social dilemmas. The fourth section is "Consequences of OCB", focuses on the elusive OCB-effectiveness link, the impact of OCB on turnover, OCB and Burnout, and customers as good soldiers.

This book extends our understanding of the attitudes and behaviors of teachers who improve their schools consistently and considerably. It sets out to critically analyze and examine organizational citizenship behaviors (OCB) in schools from a contextual perspective and to display the uniqueness of the concept in the context of school, its dimensions, boundaries, antecedents and consequences from a multi-level perspective. Chapters consider: understandings of teachers' OCB, its nature, components, and salience in schools personal, organizational, and cultural factors which might facilitate or inhibit teachers' OCB contributions and the drawbacks of OCB for the improvement of educational systems, schools, and educators a new conceptualization of teachers' OCB based on the unique characteristics of school and the teaching profession, and consequences for theory and practice practical tools for guiding educational policy-makers, principals, and teacher educators on how to assimilate and enhance teachers' OCB.

Organizational Citizenship Behavior: Its Nature, Antecedents, and Consequences examines the vast amount of work that has been done on organizational citizenship behavior (OCB) in recent years as it has increasingly evoked interest among researchers in organizational psychology. No doubt some of this interest can be attributed to the long-held intuitive sense that job satisfaction matters. Authors Dennis W. Organ, Philip M. Podsakoff, and Scott B. MacKenzie offer conceptual insight as they build upon the various works that have been done on the subject and seek to update the record about OCB.

Scholarship establishes a new field of study in the organizational sciences. Just as positive
psychology focuses on exploring optimal individual psychological states rather than pathological ones, Positive Organizational Scholarship focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation possible, and cultivate extraordinary individual and organizational performance. While the concept of positive organizational scholarship encompasses the examination of typical and even dysfunctional patterns of behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the full spectrum of organizational theories to understand, explain, and predict the occurrence, causes, and consequences of positivity. Positive Organizational Scholarship rigorously seeks to understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

This book focuses on the effect of leadership on organizational outcomes and summarizes the current research findings in the field. It addresses the need for inclusive and interpretive studies in the field in order to interpret leadership literature and suggest new pathways for further studies. Appropriately, a meta-analysis approach is used by the contributors to show the big picture to the researchers by analyzing and combining the findings from different independent studies. In particular, the editors compile various studies examining the relationship between the leadership and thirteen organizational outcomes separately. The philosophy behind this book is to direct future research and practices rather than addressing the limits of current studies.

This volume focuses on generational issues, gig economy in relation to human resources management, immigrant and refugee issues in human resources management, pay dispersion issues, network structures and human resources management, human resources issues in family organizations and managing human resources during economic downturns.

The LNCS journal Transactions on Rough Sets is devoted to the entire spectrum of rough sets related issues, starting from logical and mathematical foundations, through all aspects of rough set theory and its applications, such as data mining, knowledge discovery, and intelligent information processing, to relations between rough sets and other approaches to uncertainty, vagueness, and incompleteness, such as fuzzy sets and theory of evidence. This first volume of the Transactions on Rough Sets opens with an introductory article by Zdzislaw Pawlak, the originator of rough sets. Nine papers deal with rough set theory and eight are devoted to applications in various domains.

Literature Review from the year 2018 in the subject Business economics - Personnel and Organisation, grade: B, , language: English, abstract: This conceptual paper aims to explore whether dissatisfied non sales employees of life insurance industry in India would display Organizational Citizenship behavior. The paper investigates the moderating effect of Organizational Commitment on EVLN Model: Exit, voice, Loyalty and Neglect as a response to job dissatisfaction.
leading to OCB. The research pertaining to life insurance is scant. Further, previous studies have not examined whether or not dissatisfied non sales employees of life insurance industry would display OCB. The present study is an attempt to understand the same. If the organization identifies the dissatisfied employees and addresses their grievances then those employees responding to “Voice” and “Loyalty” option of EVLN Model would not only be retained with the organization but also are likely to display OCB. OCB enhances positive vibe, cohesiveness and bonding among the team members in the work place resulting into diminished conflicts and enhanced productivity.

The Oxford Handbook of Organizational Citizenship Behavior provides a broad and interdisciplinary review of state-of-the-art research on organizational citizenship behaviors (OCBs), and related constructs such as contextual performance, spontaneous organizational behavior, prosocial behavior, and proactive behavior in the workplace. Contributors address the conceptualization and measurement of OCBs; the antecedents, correlates, and consequences of these behaviors; and the methodological issues that are common when studying OCBs. In addition, this handbook pushes future scholarship in this and related areas by identifying substantive questions, methods, and issues for future research. The result is a single resource that will inform and inspire scholars, students, and practitioners of the origins of this construct, the current state of research on this topic, and potentially exciting avenues for future exploration.

This handbook is designed to meet the needs of a broad spectrum of researchers and advanced undergraduate and graduate students in a variety of disciplines including management, organizational behavior, human resources management, and industrial and organizational psychology, as well as those interested in studying citizenship behavior in a variety of organizational contexts including marketing, nursing, engineering, sports, and education.

Organizational Citizenship BehaviorIts Nature, Antecedents, and ConsequencesSAGE Publications

This dissertation, "Personality Similarity Effects in Rated Performance: the Roles of Organizational Citizenship Behavior and Team Culture" by Yuen-man, Lai, is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. Abstract: Abstract of the thesis titled "Personality similarity effects in rated performance: The roles of organizational citizenship behavior and team culture" Submitted by LAI, Yuen Man for the degree of Doctor of Philosophy at The University of Hong Kong in December 2006 Similar-to-me effect has largely been treated as a source of rater errors in performance appraisal literature. In response to the call for attention to the social context in performance appraisal, this study aimed to develop a framework to uncover the genuine contribution of
personality similarity to employees' real performance under different team contexts through the performance of organizational citizenship behavior (OCB). To this end, this study first established linkage between personality similarity and OCB, then examined the impact of OCB on rated performance, an important indicator of organizational reward/punishment. Although researchers have often found positive relationships between OCB and rated performance, very few studies have scrutinized the social context under which this relationship takes place. This study, therefore, examined how OCB influenced performance ratings given by supervisors under different team cultures as measured by team collectivism and team power distance. Based on the data collected from 81 teams working in a multinational bank in Hong Kong, results from mediation analyses showed that personality similarity with peers and supervisors had positive impact on individual OCB (OCB-I) and organizational OCB (OCB-O) respectively, through better communication and integration. Consistent with previous studies, both OCB-I and OCB-O were positively related to performance ratings. Moreover, cross-level models revealed that team collectivism moderated the relationship between OCB-I and performance rating, while no moderating effect was found for team power distance. On the basis of the findings, implications for theory and managerial practices, as well as future research directions were discussed. ii DOI: 10.5353/th_b3692451 Subjects: Similarity (Psychology) Employees - Rating of Performance Organizational behavior Master's Thesis from the year 2019 in the subject Art - Arts Management, grade: very good, Arba Minch University (Arba Minch university), language: English, abstract: This research aims to investigate the effect of perceived organizational support on employee organizational citizenship behavior in the case of academic staffs of Arba Minch University. For the sake of achieving the objectives of this study, the information gathered through questionnaire from 282 respondents were analyzed using statistical analysis. The respondents were selected using stratified sampling followed by a simple random sampling technique. The most important findings of this study is that perceived organizational support has a positive and significant effect on organizational citizenship behavior. Results revealed that there is a significant difference between male and female academic staffs towards exhibiting organizational citizenship behavior and insignificance difference found on dimensions of perceived organizational support. Moreover, there is a significant difference in the perception of supervisory support, procedural justice, career development opportunities, decision-making involvement and exhibition of organizational citizenship behavior based on education level. The result of the Pearson correlation coefficient analysis showed that perceived organizational support dimensions have a significant and positive relationship with organizational citizenship behavior. The results of multiple linear regression showed that the best predictor of organizational citizenship behavior had been supervisory support. Based on findings, recommendations to Arba Minch university management and suggestions for other researchers are
forwarded. Keywords: perceived organizational support, organizational citizenship behavior

Copyright: c08f1856f01dd62c83533bab3848c775