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.

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.

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 Handbook of the Psychology of Aging, Seventh Edition, provides a basic reference source on the behavioral processes of aging for researchers, graduate students, and professionals. It also provides perspectives on the behavioral science of aging for researchers and professionals from other disciplines. The book is organized into four parts. Part 1 reviews key methodological and analytical issues in aging research. It examines some of the major historical influences that might provide explanatory mechanisms for a better understanding of cohort and period differences in psychological aging processes. Part 2 includes chapters that discuss the basics and nuances of executive function; the history of the morphometric research on normal brain aging; and the neural changes that occur in the brain with aging. Part 3 deals with the social and health aspects of aging. It covers the beliefs that individuals have about how much they can control various outcomes in their life; the impact of stress on health and aging; and the interrelationships between health disparities, social class, and aging. Part 4 discusses the emotional aspects of aging; family caregiving; and mental disorders and legal capacities in older adults. Contains all the main areas of psychological gerontological research in one volume Entire section on neuroscience and aging Begins with a section on theory and methods Edited by one of the father of gerontology (Schaie) and contributors represent top scholars in gerontology

The Effect of Workplace Flexibility and Core Self-evaluation on Organizational Citizenship Behavior
Its Nature, Antecedents, and Consequences
Their Effect on Organizational Effectiveness in Limited-menu Restaurants
The Effect of Human Resource Practices on Organizational Citizenship Behaviour
The Oxford Handbook of Organizational Citizenship Behavior
The Moderating Role of Organizational Identification
Handbook of Organizational Citizenship Behavior

Organizational Citizenship BehaviorsTheir Effect on Organizational Effectiveness in Limited-menu RestaurantsOrganizational Citizenship BehaviorIts Nature, Antecedents, and ConsequencesSAGE Publications

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

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 in Schools will appeal to scholars

and researchers in educational administration, educational policy, school leadership and teacher education. It will also be of interest to supervisors, policy makers and postgraduate students in the field of education.

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.

Empowerment and the Moderating Effect of Organizational Citizenship Behaviors on Personal Hygiene Practices in the Food Service Industry
The Mediating Role of Social Exchange Relationship on the Effect of Organizational Justice to Organizational Citizenship Behaviors of Regular Staff Nurses of Private Hospitals in Metro Manila
The Missing Link in Educational Leadership and Management
The Effect of Supervisory Work Experience, Gender, and Personality
The Effect of Perceived Social Impact on Organizational Citizenship Behavior in Service Industry in Taiwan
The Effect of Perceived Organizational Support and Organizational Commitment on Organizational Citizenship Behavior Among Nurses in Thailand
A Special Issue of Human Performance
A Survey in Northern Malaysia University College of Engineering (KUKUM)
The Roles of Organizational Commitment and Social Interaction
Do dissatisfied employees display organizational citizenship behavior?
Master's Thesis

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.

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.

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.

Examines discretionary behavior/performance, phenomenon for educational organizations to be effective in responding to the complex expectations of the 21st century. This title refers to the employee behavior that is not directly or explicitly recognized by the formal reward system, and in the aggregate promotes the functioning of the organization.

The Effect of Organizational Justice and Leadership Behavior to Organizational Citizenship Behavior
A Review of "good Soldier" Activity in Organizations
The Impact of Spirituality at Work on Organizational Citizenship Behavior (OCB)
Discretionary Behavior and Performance in Educational Organizations
The Effect of Occupational Image on the Relationship Between Organizational Citizenship Behavior, Job Satisfaction, and Organizational Commitment Among Hospital Staff Nurses
Examining the impact and opportunities within educational systems
Role Conflict and Organizational Citizenship Behavior:The Effect of Guanxi as Mediator and Gender of Helper as Moderator
Organizational Citizenship Behavior and Contextual Performance

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.

These articles describe ideas about contextual performance, organizational citizenship behavior (OCB), and similar patterns of behavior that have been developed by scholars working from very different research traditions. It seems that the different research traditions are converging on the same notion--that besides formal job requirements, other patterns of behavior are also critical for organizational effectiveness and survival. These other patterns of behavior have been relatively ignored until recently, but now scholars are trying to define them, determine exactly why and how they are important for organizations, and identify their antecedents. The results of these research efforts-- described by articles in this issue--will help to make it possible to develop new conceptual and practical tools for managing these important behaviors and in that way promote human performance and organizational effectiveness.

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.

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.

Job Demands and Organizational Citizenship Behavior
Effect of Grit on Organizational Citizenship Behavior in Hotel Idustry in Bangkok, Thailand
Organizational Citizenship Behavior in Schools
The Effects of Religion on Organizational Citizenship Behavior
The effect of demographic diversity on organizational citizenship behavior
The Psychology of Commitment, Absenteeism, and Turnover
Employee—Organization Linkages
Handbook of the Psychology of Aging
An Empirical Analysis of the Effect of Work-related Values and Value Congruence on Job Satisfaction, Organizational Commitment, Task Performance and Organizational Citizenship Behavior
Organizational citizenship behaviors among public employees. A structural equation modeling approach
An Examination of the Mediating Effect of Organizational Based Self-esteem (OBSE)

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.).

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 ilustrating teh excent to wich public eployees´ 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 trus. Apart from the psychological insights, this study also establishes a bridge for scholars to undertake comparative studies of public sector performance globally.

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.

Research shows that religion has numerous effects on how people behave and act, so the goal of this study is to expand the body of knowledge about religion and see if it affects workplace behavior, specifically organizational citizenship behavior. Organizational citizenship behavior (OCB) is discretionary individual behavior that is not directly or explicitly recognized by the formal reward system and promotes the effective functioning of the organization. This study seeks to understand if religion, broken down further into internal and external religiosity, has any effects on how people behave at work. Further, if religion does have an effect on workplace behavior, this study seeks to understand what kind of effects, whether positive or negative, it is having and which of the various dimensions of OCB it is specifically affecting. Surveying over 150 employees, our findings indicate that internal religiosity have mostly positive effects on OCB while external religiosity mainly displayed negative effects. Further research is needed to understand why internal and external religiosity had, in general, opposite effects. Nevertheless, the results of this study seem to show that religion does have an effect on workplace behavior. --Page iv.

An Analysis of Factors that Effect Organizational Citizenship Behavior in Taiwan

The Relationship Between Organizational Justice Perceptions, Level of School and Administrator Trust, and Organizational Citizenship Behaviors of Secondary School Teachers in Turkey

The Effect of Welfare Corporatist Structures on Organizational Citizenship Behavior

Organizational Citizenship Behaviors

Global Encyclopedia of Public Administration, Public Policy, and Governance

Interactive Effect of Extroversion and Organizational Citizenship Behavior (OCB) on Emergent Leadership

Exploring the Effect of Organizational Citizenship Behavior on Human Resources Productivity Enhancement \\ Kuwait Chapter of Arabian Journal of Business and Management Review .- 2012, Vol. 1, No. 7

The Effect of Organizational Process Climate on Organizational Citizenship Behavior of Employees in Software Development Organization Through Organizational Commitment