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Organizational Citizenship Behavior Organizational Citizenship Behavior Organizational Citizenship Behaviour in Human Service Organizations The Oxford Handbook of Organizational Citizenship Behavior Organizational Citizenship Behavior and Contextual Performance The Oxford Handbook of Organizational Citizenship Behavior Organizational Citizenship Behavior Organizational Citizenship Behavior and Perception of Organizational Justice in Student Jobs AN ANALYTICAL STUDY ON ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AND ITS ANTECEDENTS. Organizational Citizenship Behavior and Contextual Performance Organizational Citizenship Behavior in Schools Investigating the Effect of Perceived Organizational Support on Organizational Citizenship Handbook of Organizational Citizenship Behavior Personal and Relational Well-being Outcomes of Interpersonally-directed Organizational Citizenship Behavior The Role of Cognition and Disposition as Predictors of Organizational Citizenship Behaviors Organizational Citizenship Behavior in India How Organizational Citizenship Behavior Affect Employee Job Performance Handbook of Organizational Citizenship Behavior The Relationship Between Organizational Commitment, Organizational Identification and Organizational Citizenship Behavior Organizational Citizenship Behavior Dennis W. Organ Dennis W. Organ Muhammad Muzamil Philip M. Podsakoff Walter C. Borman Philip M. Podsakoff Dennis W. Organ Giap Binh Nga Dr. Pooja Varma Walter C. Borman Anit Somech Tezana Bekele David L. Turnipseed David T. Wagner Robert H. Moorman Akhilendra K. Singh Anusha Asim Marco Gemmiti Organizational Citizenship Behavior Organizational Citizenship Behavior Organizational Citizenship Behaviour in Human Service Organizations The Oxford Handbook of Organizational Citizenship Behavior Organizational Citizenship Behavior and Contextual Performance The Oxford Handbook of Organizational Citizenship Behavior Organizational Citizenship Behavior Organizational Citizenship Behavior and Perception of Organizational Justice in Student Jobs AN ANALYTICAL STUDY ON ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AND ITS ANTECEDENTS. Organizational Citizenship Behavior and Contextual Performance Organizational Citizenship Behavior in Schools Investigating the Effect of Perceived Organizational Support on Organizational Citizenship Handbook of Organizational Citizenship Behavior Personal and Relational Well-being Outcomes of Interpersonally-directed Organizational Citizenship Behavior The Role of Cognition and Disposition as Predictors of Organizational Citizenship Behaviors Organizational Citizenship Behavior in India How Organizational Citizenship Behavior Affect Employee Job Performance Handbook of Organizational Citizenship Behavior The Relationship Between Organizational Commitment, Organizational Identification and Organizational Citizenship Behavior Organizational Citizenship Behavior Dennis W. Organ Dennis W. Organ Muhammad Muzamil Philip M. Podsakoff Walter C. Borman Philip M. Podsakoff Dennis W. Organ Giap Binh Nga Dr. Pooja Varma Walter C. Borman Anit Somech Tezana Bekele David L. Turnipseed David T. Wagner Robert H. Moorman Akhilendra K. Singh Anusha Asim Marco Gemmiti

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 key features explores how ocb translates into objective measures of efficiency profitability customer satisfaction and other criteria of organizational functioning examines how important ocb is in other societal cultures and correlates findings from north american studies addresses the relative importance of individual personality as a factor in determining ocb ocb has become a foundation for concepts in organizational studies this book provides an all encompassing resource for students scholars and practitioners looking for a comprehensive understanding on this key topic it is an excellent textbook for advanced undergraduate and graduate students studying organizational behavior or organizational psychology in courses such as strategic human resource management measurement of work performance behavioral organization theory and social psychology of organizations

this book is about organizational citizenship behaviour in human service organizations organizational citizenship behavior is a relatively new construct that has generated interest not only among the researchers but also policy makers and it is considered to be a strong predictor of organizational effectiveness one of the main objectives of this book is to explain organizational citizenship behaviour from a psychometric viewpoint in context of human service organizations considering the recommendations put forth by various authors of books written on organizational citizenship behaviour there is an urgent need for a book that explains organizational citizenship behaviour from the perspective of human service organizations it is hoped that the book will serve as a foundational resource for researchers working for the welfare of human service organizations especially those functioning in the asian region

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

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

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studienarbeit aus dem jahr 2005 im fachbereich psychologie arbeit betrieb organisation und wirtschaft ludwig maximilians universität münchen institut für psychologie sprache deutsch abstract this research shows some interesting suggestions for personnel work in a company or organization and broadens our view while doing job analysis

with the fast changing business environment and a cut throat competition across the globe organizations are trying harder to sustain itself by making their best possible efforts to achieve success with the help of its most valuable resource i e employees of the organization organizations are keen in understanding certain behaviors which are influencing employees to perform better organizational citizenship behavior is one such kind of behavior which an employee of an organization demonstrates at his work place which is not being mentioned anywhere in his normal job responsibilities and which is not linked with any formal reward system but still he wishes to do this paper is trying to understand the concept and antecedents of organizational citizenship behavior ocb also this paper is trying to understand the factors that are influencing employee behavior at workplace and later the researcher will try to identify the common parameter between factors that influence employee behavior at work place and antecedents of ocb this paper will eventually help organization focus on only those common parameters which will ultimately lead an employee in demonstrating citizenship behavior at his organization

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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

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 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 ocb effectiveness link the impact of ocb on turnover ocb and burnout and customers as good soldiers

organizational citizenship behavior ocb has been studied since the late 1970s in western countries over the past three decades interest in these behaviors has increased substantially ocb has been linked to overall organizational effectiveness thus these types of employee behaviors have important consequences in the workplace the construct is generally ignored in developing countries like india for research and practice both the present work is an effort in this regard there are several factors which influence the employees ocb examination of such factors might be a fruitful effort as through managing those factors organization individual can improve the ocb in work place in present book author examine the role of demographical individual family and organizational variables in ocb the work is based on front level managers of public private organizations the findings of the present study may be utilized in selection and hiring of executives to improve the social environment of organization and grounding and implementing work family policies in organization the book will be a helping hand for organizational behavior scholar and management practitioners

this paper examines how a group member s individual targeted citizenship behavior ocbi and organization targeted citizenship behavior ocbo interact with a salient group level contextual variable group cohesiveness to foster positive change for that group member starting with job self efficacy and organizational commitment followed by job performance for this we proposed a theoretical framework contending that ocbi and ocbo increase organizational commitment and self efficacy among the employees and this would increase their job performance we also contend that group cohesiveness moderates the effect of both ocb on their outcomes in a way that higher cohesiveness would strengthen the effect of ocbi and ocbo on self efficacy and commitment the target population for this survey was employees of public listed banks in pakistan who are working at a different level a total of 204 self administered questionnaires were distributed the questionnaire questions are adopted from an established instrument previously used in another research for measuring each variable we found that ocbi and ocbo both seem to have a significant and positive effect on self efficacy ocbi also seems to positively affect organizational commitment that in turn increases job performance ocbi also seems to directly and positively impact job performance hence establishing partial mediation of organizational commitment however the moderation of group cohesiveness remains inconclusive managers should try to foster ocb among employees which can strengthen both team cohesion and the team s confidence in task performance

seminar paper from the year 2007 in the subject psychology work business organisational and economic psychology university of fribourg departement f r psychologie 6 entries in the bibliography language english abstract the current paper investigates the relationship between organizational commitment organizational identification and organizational citizenship behavior at the beginning a short insight into the theoretical construct of these concepts is given

to better understand them two empirical studies will support the idea that organizational commitment and organizational identification influence directly organizational citizenship behavior the findings of the first study show that the concepts of organizational commitment and organizational citizenship behavior translate to the nepalese context furthermore the positive linkage of organizational citizenship behavior components to affective and normative commitment is supported the second study affirms as well the strong relationship between organizational identification and organizational citizenship behavior it also reveals the validity of the relationship over time and the applicability on the team level furthermore the indirect influence of organizational identification on organizational criteria mediated through organizational citizenship behavior is proven the findings of these two studies reveal the importance of identification and commitment for an organization

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