The Effect Of Organizational Citizenship Behavior On

Effect of Grit on Organizational Citizenship Behavior in Hotel Industry in Bangkok, Thailand

The effect of demographic diversity on organizational citizenship behavior

Discretionary Behavior and Performance in Educational Organizations

A Closer Look at Organizational Culture in Action

Personality Similarity Effects in Rated Performance

Information and Database Systems (20-22 April 2011 in Daegu, Korea) The book is organized into four parts, based on selected submissions to the poster session organized during the 3rd Asian Conference on Intelligent Information and Database Systems. This book is organized into four parts, which are information retrieval and management, data mining and computational intelligence, service composition and user-centered approach, and intelligent management and e-business, respectively. All chapters in the book discuss theoretical and practical issues related to the integration of artificial intelligence and database technologies in order to develop various intelligent information systems in many different domains. Such combination of artificial intelligence and database technologies has been regarded as one of the important interdisciplinary subfields of modern computer science, due to the sustainable development of networked information systems. Especially, service-oriented architecture and global multimedia systems used on a number of different purpose call for these developments. The book will be of interest to postgraduate students, professors and practitioners in the areas of artificial intelligence and database systems to modern information environments. The editors hope that readers of this volume can find many inspiring ideas and influential practical examples and use them in their future work.

Personality Similarity Effects in Rated Performance

Organizational citizenship behaviors among public employees. A structural equation modeling approach 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 42881 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 interpersonal 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 administration trust were also confirmed as significant predictors of explaining perceptions of organizational citizenship behaviors in a meaningful way. (Contains 6 tables.)
The Effect of Perceived Organizational Support and Organizational Commitment on Organizational Citizenship Behavior Among Nurses in Thailand

Complex, Intelligent and Software Intensive Systems

Investigating the effect of perceived organizational support on organizational citizenship

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

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.

The Impact of Spirituality at Work on Organizational Citizenship Behavior (OCB)

Empowerment and the Moderating Effect of Organizational Citizenship Behaviors on Personal Hygiene Practices in the Food Service Industry

Organizational Citizenship Behavior This dissertation, “Personality Similarity Effects in Rated Performance: the Roles of Organizational Citizenship Behavior and Team Culture” by Yuen-man, Lai, 黎婉雯, was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and 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

An Analysis of Factors that Effect Organizational Citizenship Behavior in Taiwan

The Effect of Occupational Image on the Relationship Between Organizational Citizenship Behavior, Job Satisfaction, and Organizational Commitment Among Hospital Staff Nurses

The Effects of Religion on Organizational Citizenship Behavior

The Oxford Handbook of Organizational Citizenship Behavior 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 breadth of research to the reader and to show the breadth of research to the reader. In addition, 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.

Politics in Organizations

The Effect of Human Resource Practices on Organizational Citizenship Behaviour 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 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 Values, attitudes, and behaviors constitute an organization’s culture and employees both share and use them on a daily basis in
their work. This book aims to briefly portray a new interpretation of organizational culture varying from the 
profusion of literature in the following ways: it attempts to include how cultures are created organically or 
through consistent planning and action in different organizations such as education, business, and health; 
focus on change, innovation, learning, and learning opportunities; and, also gaining two experiences and reflections on how to initiate an organizational culture change. Finally, this book is 
expected to extend new perspectives and practices for both potential and actual managers of organizations 
contributing to the current debate on how to transform organizations into innovative and learning cultures.

An Empirical Analysis of the Effect of Work-related Values and Value Congruence on Job Satisfaction, 
Organizational Commitment, Task Performance and Organizational Citizenship Behavior

Leadership and Organizational Outcomes 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.

Proceedings of the 5th European Conference on Intellectual Capital 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 teh 
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 
sector 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.

The Effect of Workplace Flexibility and Core Self-evaluation on Organizational Citizenship Behavior


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

Role Conflict and Organizational Citizenship Behavior: The Effect of Guanxi as Mediator and Gender of Helper 
as Moderator According to management and psychology courses, as well as legions of consultants in 
organizational psychology, shared vision in dyads, teams and organizations can fill us with hope and inspire 
more productive ways of working, or delude our collective path to organizational success. However, few research studies have empirically 
examined the impact of shared vision on key organizational outcomes such as leadership effectiveness, 
employee engagement, organizational citizenship, coaching and organizational change. As a result, the field of 
organizational psychology has not yet established a causal pattern of whether, if, and how shared vision 
helps dyads, teams and organizations function more effectively. The lack of empirical work around shared 
vision is surprising given its long-standing history in the literature. Bennis and Nanus (1982) showed that 
distinctive leaders managed attention through vision. The practitioner literature has long proclaimed that 
vision is a key to change, while Conger and Kanungo (1998) discussed its link to charismatic leadership. 
Around the same time, positive psychology appeared in the forms of Appreciative Inquiry (Cooperrider, 
Sorrosen, Whitney, & Yaeger, 2000) and Positive Organizational Scholarship (Cameron, Dutton, & Quinn, 2003). 
In this context, a shared vision or dream became a legitimate antecedent to sustainable change. But again, 
empirical measurement has been elusive. More recently, shared vision has been the focus of a number of 
dissertations and quantitative studies building on Intentional Change Theory (ICT) (Boyatzis, 2008) at dyad, 
team and organization levels of social systems. These studies are beginning to lay the foundations for a 
step beyond the current empirical emphasis of shared vision in the organizational psychology literature. For 
example, we now know that shared vision can activate neural networks that arouse endocrine systems and allow 
a person to consider the possibilities of a better future (Jack, Boyatzis, Leckie, Passarelli & Khawaja, 
2013). Additionally, Boyatzis & Akrivou (2006) have discussed the role of a shared vision as the result of a 
well-developed set of factors that produce a desired image of the future. Outside of the organizational 
context, positive visioning has been known to help guide future behavior in sports psychology (Loehr & 
Schwartz, 2003), medical treatment (Roffe, Schmidt, & Ernst, 2005), musical performance (Meister, Kriks, 
Folys, Borojerdji, Muller, Topper, & Thron, 2004), and academic performance (Curry, Snyder, Cook, Ruby, & 
Rehn, 1997). This Research Topic for Frontiers in Psychology is a collection of 14 original papers examining 
the role of vision and shared vision on a wide variety of desired dependent variables from leadership 
effectiveness and executive to organizational engagement, citizenship and corporate social 
responsibility, and how to develop it through coaching.

Stress and Its Effect on Organizational Citizenship Behavior Among Blue-collar Workers 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 
questionnaires 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 
expression 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
The Impact of Shared Vision on Leadership, Engagement, and Organizational Citizenship

This edited volume in the SIOP Frontiers series is one of the first to look at the psychological factors behind politics and power in organizations. Noted contributors from schools of management, psychology, sociology and political science look at the theory, research, methodology and ethical issues related to organizational politics and climates. The book is divided into three parts. Part 1 looks at the historical evolution of the field; Part 2 integrates organizational politics with important organizational behavior constructs and/or areas of inquiry, for example in the chapter by Lisa Leslie and Michele Gelfand which discusses the implications of cross-cultural politics on expatriates and within cross-national mergers; and Part 3 focuses on individual differences and organizational politics, focusing on the nature of political relationships.

Organizational Citizenship Behaviors

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 organizational 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 value systems, it was hypothesized that on Hofstede's four dimensions and O'Reilley, Chatman, and Caldwell's three dimensions would predict job satisfaction, organizational commitment, and organizational 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 and job satisfaction provided partial support for the hypotheses. Fit on 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 = -.29) 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.

New Challenges for Intelligent Information and Database Systems

The Effect of Perceived Social Impact on Organizational Citizenship Behavior in Service Industry in Taiwan

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.

The Effect of Welfare Corporatist Structures on Organizational Citizenship Behavior

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

Organizational Citizenship Behavior

Do dissatisfied employees display organizational citizenship behavior? 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 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.

Job Demands and Organizational Citizenship Behavior

This book explores three interwoven and challenging areas of research and development for future ICF-enabled applications: software intensive systems, complex systems and intelligent systems. Software intensive systems are systems that extensively interact with other systems, sensors, actuators, devices and users. More and more domains are now employing software intensive systems,
e.g. the automotive sector, telecommunication systems, embedded systems in general, industrial automation systems and business applications. Moreover, the outcome of web services offers a new platform for enabling software intensive systems. Complex systems research is focused on the overall understanding of systems rather than their components. Complex systems are very much characterized by the changing environments in which they operate through their multiple internal and external interactions. They evolve and adapt through (internal and external) dynamic interactions. The development of intelligent systems and agents, which is increasingly characterized by the use of ontologies, can be beneficial for software intensive systems and complex systems alike. Accordingly, recent research in the areas of intelligent systems, robotics, neuroscience, artificial intelligence, and the cognitive sciences is essential to the future development of software intensive and complex systems.

Perceptions of Organizational Citizenship Behavior and Job Breadth This edited collection examines the changing contours of Korean management and business, presenting recent scholarly research into this important Asian economic player. As one of the original ‘Little Dragon’ or ‘Tiger’ economies, South Korea has grown and prospered since the early years of the 1960s, and is now home to several major word-class multinational companies, such as Hyundai and LG, Samsung. In turn, it has developed a distinctive style of management, which derives from a shared Asian heritage but is nonetheless unique to South Korea. The collection covers a variety of themes, topics and issues from a range of perspectives and fields in management and business studies. This book was originally published as a special issue of Asia Pacific Business Review.

The Effect of Organizational Justice and Leadership Behavior to Organizational Citizenship Behavior

Management in South Korea Revisited

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