Organizational Citizenship Behavior

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Formal Evaluation and Reward

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Positive Consequences

- Increased occurrence of OCBs in extrinsically motivated employees

- Decreased role ambiguity

- Improved self-efficacy

- Improved LMX

Negative Consequences

- Decreased occurrence of OCBs in intrinsically motivated employees
- Emotional dissonance leading to emotional exhaustion and burnout
- Increased role conflict and overload
- Less accurate organizational diagnosis
- Greater legal risk
- Impeded employee development

Organizational Citizenship Behavior

Mohd. Muzamil,Shawkat Ahmad Shah

Organizational Citizenship Behavior:

Organizational Citizenship Behavior Dennis W. Organ,1988   The Oxford Handbook of Organizational Citizenship Behavior Philip M. Podsakoff,Scott B. MacKenzie,Nathan P. Podsakoff,2018-06-27 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 Behavior Dennis W. Organ,Philip M. Podsakoff,Scott B. MacKenzie,2005-06-15 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

Organizational Citizenship Behavior and Contextual Performance Walter C. Borman,Stephan J. Motowidlo,2014-02-24 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   *Impact of Organizational Citizenship Behavior on Employee Engagement and Empowerment* Muhammad Noman Rasheed,Danish Ahmed Siddiqui,2023 This paper examines how a group member s

individual targeted citizenship behavior OCBI and organization targeted citizenship behavior OCBO foster positive change for that group member starting with job self efficacy change followed by changes in group member s Empowerment and Engagement Empirical validity was established by conducting a survey using a close ended questionnaire Data was collected from 300 respondents and analyzed OCBI seems to have a significant positive impact on job self efficacy change which in turn affects both Empowerment and Engagement change positively in individual employees This research will be beneficial for the organizations in enhancing employee engagement and offer them the opportunity to be empowered in the organization by understanding its importance and will be able to embrace organizational citizenship behavior among the employees Moreover the organization will also get to know more about the self efficacy of the employees which will help the organizations in formulating the organizational policies and procedures to retain their employees for the long run

   Handbook of Organizational Citizenship Behavior David L. Turnipseed,2005 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** Gerardus Blokdyk,2018-04 How does Organizational citizenship behavior integrate with other business initiatives What is the total cost related to deploying Organizational citizenship behavior including any consulting or professional services Are assumptions made in Organizational citizenship behavior stated explicitly Why are Organizational citizenship behavior skills important Can we do Organizational citizenship behavior without complex expensive analysis Defining designing creating and implementing a process to solve a challenge or meet an objective is the most valuable role In EVERY group company organization and department Unless you are talking a one time single use project there should be a process Whether that process is managed and implemented by humans AI or a combination of the two it needs to be designed by someone with a complex enough perspective to ask the right questions Someone capable of asking the right questions and step back and say What are we really trying to accomplish here And is there a different way to look at it This Self Assessment empowers people to do just that whether their title is entrepreneur manager consultant Vice President CxO etc they are the people who rule

the future They are the person who asks the right questions to make Organizational citizenship behavior investments work better This Organizational citizenship behavior All Inclusive Self Assessment enables You to be that person All the tools you need to an in depth Organizational citizenship behavior Self Assessment Featuring 711 new and updated case based questions organized into seven core areas of process design this Self Assessment will help you identify areas in which Organizational citizenship behavior improvements can be made In using the questions you will be better able to diagnose Organizational citizenship behavior projects initiatives organizations businesses and processes using accepted diagnostic standards and practices implement evidence based best practice strategies aligned with overall goals integrate recent advances in Organizational citizenship behavior and process design strategies into practice according to best practice guidelines Using a Self Assessment tool known as the Organizational citizenship behavior Scorecard you will develop a clear picture of which Organizational citizenship behavior areas need attention Your purchase includes access details to the Organizational citizenship behavior self assessment dashboard download which gives you your dynamically prioritized projects ready tool and shows your organization exactly what to do next Your exclusive instant access details can be found in your book   Organizational Citizenship Behavior and Contextual Performance Walter C. Borman,Stephan J. Motowidlo,1997 First Published in 1997 Routledge is an imprint of Taylor Francis an informa company   **Organizational Citizenship Behavior** Dennis W. Organ,Philip M. Podsakoff,Scott B. MacKenzie,2005-06-15 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   **Organizational Citizenship Behavior in Schools** Anit Somech,Izhar Oplatka,2014-10-10 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 *Organizational Citizenship Behavior in the Bucknell Community* John P. Muhlfeld,1995 A study of the Organizational Citizenship Behaviour OCB of employees at a medium sized university and the relationship between such behavior and percieved procedural justice and employee job satisfaction *The Oxford Handbook of Organizational Citizenship Behavior* Philip M. Podsakoff,Scott B. MacKenzie,Nathan P. Podsakoff,2018-06-27 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 Behavior* ,1997 *Organizational Citizenship Behavior and Contextual Performance* Walter C. Borman,Stephan J. Motowidlo,2014-02-24 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 **Personal and Relational Well-being Outcomes of Interpersonally-directed Organizational Citizenship Behavior** David T. Wagner,2009 **Organizational Citizenship Behavior and Perception of Organizational Justice in Student Jobs** Giap Binh Nga,Iris Hackermeier,Xueli Jiao,Pramod Wagdarikar,2010-06-16 Studienarbeit aus dem Jahr 2005 im Fachbereich Psychologie Arbeit Betrieb Organisation Ludwig Maximilians Universit t M nchen Institut f r 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 *Organizational Citizenship Behaviour in Human Service Organizations* Mohd. Muzamil,Shawkat Ahmad Shah,2025-08-28 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 *Organizational citizenship behaviors among public employees. A structural equation modeling approach* Filadelfo León Cázares,2012-12-03 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 **Organizational Citizenship Behaviour (OCB) in India** Sairaj M. Patki,Shobhana C. Abhyankar,2024-03-26 This book presents an exploration of Organizational Citizenship Behaviour OCB a concept with a long standing history It offers contemporary studies and discusses possible future directions for workplaces The diverse range of topics this book covers makes it an engaging resource for anyone interested in OCB The section on the pandemic covers citizenship acts performed by Indian organizations OCB among teachers and its significant work related correlates in post pandemic India The second section covers contemporary correlates of OCB such as work life balance compliance counter productive workplace behaviours

CWBs and employee expectations The future workplaces section discusses challenges to OCB the measurement of OCB in evolving work environments the role of machine learning ML in recruitment and the importance of diversity management in ensuring OCB in inclusive workplaces The book makes a valuable source of relevant issues on OCB while providing a broader perspective on future possibilities It serves as reference material for students and researchers in fields like organizational behaviour human resource management and development and industrial psychology to study contemporary issues in OCB The book also serves as a handy guide for managers looking to harness the benefits of citizenship behaviours to give their organizations an edge over competitors in the near future   **Handbook of Organizational Citizenship Behavior** ,2005

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