

Dennis W. Organ • Philip M. Podsakoff • Scott B. MacKenzie

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# Organizational Citizenship Behavior

Its Nature, Antecedents, and Consequences



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# Organizational Citizenship Behavior Its Nature Antecedents And Consequences

**Otuokere Godswill Uchechukwu, Emily  
Odhiambo, Chen Yan, Tim Schulz**

## **Organizational Citizenship Behavior Its Nature Antecedents And Consequences:**

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

**The ^AOxford 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 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

*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 *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 Behaviour Among The Employees In Neyveli Lignite Corporation Limited, Neyveli** Dr C Muralikumaran Dr M Sivasubramanian, **Encyclopedia of Strategic Leadership and Management** Wang, Viktor, 2016-12-12 Strategic leadership techniques are the cornerstone to positive growth and prosperity within businesses and organizations Implementing new management strategies and practices helps to ensure managers are optimizing their resources and driving innovation The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings Highlighting empirical research and best practices within the field this encyclopedia will be an authoritative reference source for students researchers faculty librarians managers and leaders across various disciplines and cultures

**Culture and Behavioral Strategy** T. K. Das, 2017-11-01 Behavioral strategy continues to attract increasing research interest within the broader field of strategic management Research in behavioral strategy has clear scope for development in tandem with such traditional streams of strategy research that involve economics markets resources and technology The key roles of psychology organizational behavior and behavioral decision making in the theory and practice of strategy have yet to be comprehensively grasped Given that strategic thinking and strategic decision making are importantly concerned with human cognition human decisions and human behavior it makes eminent sense to bring some balance in the strategy field by complementing the extant emphasis on the objective economics based view with substantive attention to the subjective individual oriented perspective This calls for more focused inquiries into the role and nature of the individual strategy actors and their cognitions and behaviors in the strategy research enterprise For the purposes of this book series behavioral strategy would be broadly construed as covering all aspects of the role of the strategy maker in the entire strategy field The scholarship relating to behavioral strategy is widely believed to be dispersed in diverse literatures These existing contributions that relate to behavioral strategy within the overall field of strategy has been known and perhaps valued by

most scholars all along but were not adequately appreciated or brought together as a coherent subfield or as a distinct perspective of strategy This book series on Research in Behavioral Strategy will cover the essential progress made thus far in this admittedly fragmented literature and elaborate upon fruitful streams of scholarship More importantly the book series will focus on providing a robust and comprehensive forum for the growing scholarship in behavioral strategy In particular the volumes in the series will cover new views of interdisciplinary theoretical frameworks and models dealing with all behavioral aspects significant practical problems of strategy formulation implementation and evaluation and emerging areas of inquiry The series will also include comprehensive empirical studies of selected segments of business economic industrial government and nonprofit activities with potential for wider application of behavioral strategy Through the ongoing release of focused topical titles this book series will seek to disseminate theoretical insights and practical management information that will enable interested professionals to gain a rigorous and comprehensive understanding of the subject of behavioral strategy Culture and Behavioral Strategy contains contributions by leading scholars in the field of behavioral strategy research The 10 chapters in volume deal with a number of significant issues relating to the intersection of culture and behavioral strategy covering topics such as cultural diversity and strategic choice the cultural intelligence of executives business model innovation in entrepreneurship paradoxical frames in culture and behavioral strategy culture in M As network citizenship behavior and organizational routines The chapters include empirical as well as conceptual treatments of the selected topics and collectively present a wide ranging review of the noteworthy research perspectives on the confluence of culture and behavioral strategy

**The International Journal of Indian Psychology, Volume 4, Issue 1, No. 81**

IJIP.In,2016-12-23 *Research Anthology on Religious Impacts on Society* Management Association, Information Resources,2020-07-21 Religion is considered by many to be something of the past but it has a lasting hold in society and influences people across many cultures This integration of spirituality causes numerous impacts across various aspects of modern life The variety of religious institutions in modern society necessitates a focus on diversity and inclusiveness in the interactions between organizations of different religions cultures and viewpoints Research Anthology on Religious Impacts on Society examines the cultural sociological economic and philosophical effects of religion on modern society and human behavior Highlighting a range of topics such as religious values social reforms and spirituality this publication is an ideal reference source for religious officials church leaders psychologists sociologists professionals researchers academicians and students *Contemporary Perspectives in Human Resource Management and Organizational Behavior* Riann Singh,Shalini Ramdeo,2023-05-04 This book aims to address one of the key challenges facing Human Resource Management HRM and Organizational Behavior OB researchers It delves into contemporary topics from which focused research models ideas and questions can be developed and tested HRM and OB are closely related and intersect each other in the examination of practices which are aimed at managing employees and explaining their behaviors Proposing to provide researchers with easy

access to a slew of contemporary research advancements within the field this work explores ten contemporary research areas within HRM and OB Topics include innovative HRM OB responses in crises alternative work arrangements for the contemporary workplace employee mental health from diversity to inclusion in the workplace workplace harassment HRM in small and medium enterprises alternative perspectives in employee turnover organizational citizenship and counter productive work behaviors leading for work engagement and employee motivation in a changing environment Providing researchers with a comprehensive overview of research advances within selected contemporary areas this book seeks to spur critical thinking spark alternative research perspectives innovate extensions to existing theories and provide the foundation from which focused research can grow and develop within these management fields *Handbook of Business-to-Business Marketing* Lilien, Gary L.,Petersen, Andrew J.,Wuyts, Stefan,2022-07-15 This path breaking Handbook is targeted primarily at marketing academics and graduate students who want a comprehensive overview of the academic state of the business to business marketing domain It will also prove an invaluable resource for forward thinking business to business practitioners who want to be aware of the current state of knowledge in their domains Leadership for Organizational Success Otuokere Godswill Uchechukwu,Emily Odhiambo,Chen Yan,Tim Schulz,2025-07-11 TOPICS IN THE BOOK Assessment of the Effects of Spiritual Leadership on Organizational Citizenship Behaviour and Organizational Commitment Influence of Inclusive Leadership on Innovation among Employees in Tech Startups in Kenya Role of Ethical Leadership in Reducing Workplace Bullying in Multinational Corporations in China Impact of Gamified Training Techniques on Employee Skill Development in Financial Institutions in Germany Effect of Mental Health Support Programs on Employee Retention in The Healthcare Sector in Pakistan **Organizational Justice** Carolina Moliner,Russell Cropanzano,Vicente Martínez-Tur,2017-03-13 Organizational justice the perception of workplace fairness can bring important benefits not only to the health and well being of individual employees but also to the productivity of organizations themselves This timely new collection with contributions from leading researchers from around the world considers organizational justice in an era when globalization has resulted in rapid organizational change greater job insecurity and increasing worker stress Both comprehensive and cutting edge the book initially considers what we mean by organizational justice in its relationship to self interest social identity and personal moral codes But moving beyond the perceptions of individuals the book also reflects the increasing interest in the roles of teammates and leaders in creating organizational justice There follow chapters on the negative results of perceived injustice specifically around physical and mental employee health as well as its deleterious impact on organizational productivity Providing a definitive state of the art overview of the field the book not only clarifies the key concepts and ideas that inform organizational justice but also explores their importance for today s organizations managers and employees Including a final section that both suggests new areas for research and critically reflects on the field itself this will be essential reading for researchers and students across business and management organizational studies HRM and organizational and work

psychology     Assessing Organizational Behaviors Magno Oliveira Macambira, Helenides Mendonça, Maria das Graças Torres Paz, 2021-12-13 This book fills a gap in international literature by providing critical reviews on variables of organizational behavior and the main psychological instruments developed to measure them Measuring instruments developed with theoretical and methodological rigor in the field of Organizational and Work Psychology can contribute to the development of diagnostic analyses to enable organizations to implement the evidence based changes required for their survival These changes demand diagnoses based on precise assessments of organizational and individual variables but many times the professionals responsible for conducting these assessments are not sure of what is the best measuring instrument available This book is intended to serve as a guide to these professionals The volume is divided in two parts The first part brings together chapters dedicated to the following micro organizational variables Job Crafting reactions to organizational change Psychological Wellbeing at Work Bridge Employment Assessment in the Work Retirement Transition Resilience at Work and Leadership in Organizations The second part presents the state of the art of research on the following macro organizational constructs Quality of Life at Work Organizational Climate for Creativity Values and Organizations Assessments of Organizational Support and Contributions by Social Networks Analysis and Organizational Effectiveness The last chapter presents a critical discussion about the nature and future of organization behavior measuring Assessing Organizational Behaviors A Critical Analysis of Measuring Instruments is intended to help market professionals select the diagnostic instruments that best fit into their organizational reality in order to correctly assess organizational behavior The book will also be of interest to researchers and students in the field of Organizational and Work Psychology as it provides comprehensive overviews of a wide range of instruments developed to measure different variables of organizational behavior

*JSL Vol 27-N2 JOURNAL OF SCHOOL LEADERSHIP*, 2017-06-16 JSL invites the submission of manuscripts that contribute to the exchange of ideas and scholarship about schools and leadership All theoretical and methodological approaches are welcome We do not advocate or practice a bias toward any mode of inquiry e g qualitative vs quantitative empirical vs conceptual discipline based vs interdisciplinary and instead operate from the assumption that all careful and methodologically sound research has the potential to contribute to our understanding of school leadership We strongly encourage authors to consider both the local and global implications of their work The journal's goal is to clearly communicate with a diverse audience including both school based and university based educators The journal embraces a broad conception of school leadership and welcomes manuscripts that reflect the diversity of ways in which this term is understood The journal is interested not only in manuscripts that focus on administrative leadership in schools and school districts but also in manuscripts that inquire about teacher student parent and community leadership     *Servant Leadership Models for Your Parish* Dan R. Ebener, 2010 *Servant Leadership Models for Your Parish* explores the practice of servant leadership in a church context It presents seven behaviors practiced by leaders and members in high performing parishes

and provides real life examples of these practices The unique contribution of this work to the national discussion about parish life and leadership is its description of servant leadership and its explanation of how it works in a parish This work suggests that parish life can be viewed in light of business principles such as the organizational behaviors of leaders and members in a Christian parish and religious teaching particularly the message of Jesus who taught leaders to be servants and members to be disciples Intended for pastors and parish leaders pastoral associates and deacons parish staff and lay members of parishes who are interested in leadership it is sure to be indispensable reading for anyone who is interested in changing or improving the leadership the activities and the culture of their parish

### **Research Handbook on Motivation in Public**

**Administration** Stazyk, Edmund C., Davis, Randall S., 2022-03-17 This cutting edge Research Handbook brings together international scholars to provide a comprehensive overview of motivation within and beyond the field of public administration Discussing the implications of contemporary research for theory and practice it offers suggestions for the development of future research in the field

### **Corporate Responsibility and Sustainable Development** Lez Rayman-Bacchus, Philip R.

Walsh, 2015-11-19 Corporate responsibility and sustainable development are two concepts that may be able to reconcile many of the big challenges facing the world challenges such as tensions between respect for the natural environment social justice and economic development the long view versus short term imperatives and the competing priorities between developed and developing economies This book explores the gaps and overlaps between corporate responsibility and sustainable development These concerns overlap because they implicate corporate practices state development policy challenges the concerns and priorities of non governmental organisations and the potential for innovative forms of organisation to address these challenges This collection examines these questions in terms of tensions and interdependencies between competing claims to resources rights and responsibilities strategy and governance between public and private interest and the implications for equity and the common good over the long term This is a valuable resource for researchers lecturers practitioners postgraduate and final year undergraduates in business strategy international business and international management public sector policy and management international development political economy It is also suitable for more specialist courses on sustainability corporate responsibility governance and international development

**Emerging Trends in Green Chemical Technologies** S.V.A.R. Sastry, Shravan Kumar, Zeenat Arif, 2025-05-29 Sustainable Green Chemical Technologies Challenges Opportunities explores innovations in green chemistry and technology highlighting both challenges and opportunities The book covers a wide range of topics including air pollution control AI in chemical processes biomass utilization bioenergy and the development of bio surfactants and paints It also delves into catalysis reaction engineering chemicals fertilizers and sustainable solutions to climate change Additional themes include colloidal phenomena smart materials energy storage and waste recycling With contributions from experts the book offers practical solutions for advancing a sustainable chemical industry making it a valuable resource for researchers practitioners and students



**Motivation in Public Management** James L. Perry, Annie Hondeghem, 2008-05-15 Motivation in Public Management

The Call of Public Service joins a long standing debate about what drives the behavior of government employees and others who are engaged in the public's business. For many centuries public service was considered a noble calling and more recently a profession. During the latter part of the 20th century however many scholars called into question both the reality and desirability of a public service ethic. This book draws upon a substantial and growing body of evidence from across disciplines in the social, behavioral, and natural sciences. It asks and answers key questions about the extent to which behavior is fundamentally self or other regarding. To paraphrase James Madison public servants are not angels but neither are they self aggrandizing opportunists. The evidence presented in this volume offers a compelling case that motivation theory should be grounded not only in rational choice models but altruistic and prosocial perspectives as well. In addition to reviewing evidence from many disciplines the volume extensively reviews research in public management conducted under the rubric of public service motivation. The volume is a comprehensive guide to history, methodology, empirical research, and institutional and managerial implications of research on public service motivation. As the contributors illustrate the implications transcend particular sectors or countries.

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