

IMPACT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOUR ON ORGANIZATIONAL FACTOR AT ENGINEERING INDUSTRIES, COIMBATORE

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Abstract

In today's dynamic environment, Organizational Citizenship Behaviour is an important factor that contributes to the survival of Organization. Determining how Organizational Citizenship Behaviour indirectly to an organization's social system and this behavior provides the necessary flexibility to work through many unforeseen contingencies, and it helps employees in an organization to cope with stressful conditions through independence. This study intends to analyze the individual factor influence the behaviour of the employees towards the organization.

Keywords: Behaviour, Organizational Citizenship, Organizational factor, independence, Organization

Introduction

Organizational Citizenship Behaviour is defined as "Individual behaviour that is discretionary, not directly or explicitly recognized by the formal reward system, and that in the aggregate promotes the effective functioning of the organization.

OCB and contextual performance share their defining attributes as they both consist of behaviours other than those needed to perform the routine functions of the Job. Both also require that these behaviours contribute to the overall success of the organisation.

As observed by Siroos Ghanbari et.al(2001), identified relationship between organizational climate with job motivation, and organizational citizenship behaviour at the Blu-Ali University. As reviewed by Nico W. VanYperen et.al(2013) suggested that the opportunity to participate in decision-making is not exclusively related to OCB and sense of support from the supervisor, but also to the strength of an individual's identification with, and involvement in, the organization.

Objectives

1. To ascertain the Organisational Citizenship behaviour of employees.
2. To analyze the effect of Organizational factors (Organizational Support, Equity and Culture) on employees Citizenship Behaviour.

Methodology

A total of 250 employees were selected through Stratified Random Sampling from Engineering Industries, Coimbatore.

Analysis

The data was collected and analyzed using Kruskal Wallis H Test, Analysis of Variance (ANOVA) and Multiple Regression Analysis.

Kruskal Wallis H Test

Table 1: Relationship between Age and Organizational Support

	Chi-Square	Df	Asymp.Sig.
Organizational Support	6.369	3	.095

At 5 per cent Significant Level

It is clearly observed from the above table that the calculated value is 6.369. But the table value for the degree of freedom – 3 at 5 per cent significant level is 7.815. As the calculated value is lesser than the table value the Null Hypothesis is accepted.

Table 2: Relationship between Age and Organizational Equity

	Chi-Square	Df	Asymp.Sig.
Organizational Equity	5.959	3	.114

At 5 per cent Significant Level

It is clearly observed from the above table that the calculated value is 5.959. But the table value for the degree of freedom – 3 at 5 per cent significant level is 7.815. As the calculated value is lesser than the table value the Null Hypothesis is accepted.

Table 3: Relationship between Age and Organizational Culture

	Chi-Square	Df	Asymp.Sig.
Organizational Equity	7.840	3	.049

At 5 per cent Significant Level

It is clearly observed from the above table that the calculated value is 7.840. But the table value for the degree of freedom – 3 at 5 per cent significant level is 7.815. As the calculated value is greater than the table value the Null Hypothesis is rejected.

Analysis of Variance

Table 4: Relationship between Age and Organizational factor

		Sum of Squares	Df	Mean square	F	Sig.
Organizational factor	Between Groups	486.736	4	121.684	3.357	.011
	Within Groups	8932.720	245	36.460		
	Total	9419.456	249			

At 5 per cent Significant Level

It is clearly understood from the above table that the Calculated F-value is 3.337. But the table value for the degree of freedom – 4 at 5 per cent significant level is 2.37. As the calculated value is greater than the table value so the Null hypothesis is rejected.

Multiple Regression Analysis

Table 4: Significant effect between Organizational factors and Organizational Citizenship Behaviour

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.299	.089	.078	4.40183
a. Predictors: (constant), Organisational Culture, Organisational Support, Organisational Equity				
b. Dependent variable : Organizational Citizenship Behaviour				

The above table clearly shows the overall predictability of the regression model and it is clearly understood that the independent variables Organisational Culture, Organisational Support, Organisational Equity has 0.89 per cent variability in the dependent variable Organizational Citizenship Behaviour.

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	467.330	3	155.777	8.040	.000
	Residual	4766.514	246	19.376		
	Total	5233.844	249			

At 5 per cent significant level

It is clearly observed from the above table is that the calculated F-value is 8.040 where the table value for the degree of freedom -3 at 5 per cent significant level is 2.60. As the calculated value is greater than the table value, the Null hypothesis is rejected.

Coefficients						
Model		Un standardized Coefficient		Standardized Coefficient	T	Sig.
		B	Std.Error	Beta		
1	Constant	37.162	2.570		14.459	.000
	Organisational Support	.179	.066	.166	2.715	.007
	Organisational Equity	.431	.116	.244	3.727	.000
	Organisational Culture	-.003	.174	-.001	-.015	.988
a. Dependent variable: Organizational Citizenship Behaviour						

It is clearly observed from the above table that the effect of individual factors on Organizational citizenship Behaviour. The results reveals that p.value of the independent variables Organizational Support (.007) and Organizational Equity(.000) is lesser than the 5 per cent significant level. So, the hypothesis is rejected. Hence, T Organizational Support and Organizational Equity have a significant direct effect on employee’s organizational citizenship behaviour. The independent variables Organizational Support leads 16.6 per cent, Organizational Equity leads 11.6 per cent and Organizational Culture leads 17.4 per cent changes on the employee’s Organizational Citizenship behaviour.

The p..value of Organizational Culture .988 is greater than the 5 per cent significant level. So, the Organizational Culture doesn’t have a significant direct effect on the organizational citizenship behaviour when it is compared with the other independent variables. But, it has an indirect effect on employee’s organizational citizenship behaviour through Organizational Support and Equity to a certain extent.

Conclusion

From the result it is clear that the Organizational factors (Organizational Support, Equity and Culture) has an effect on Organizational Citizenship Behaviour.

References

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