

Organisational Citizenship Behaviour of Teaching Faculties with Special Reference to Viruthunagar District



K. Ramalakshmi, B. Shanmuga Priya, N. Muthu Kumar

Abstract: This article wish to discern the link among organizational citizenship behavior and organizational involvement among teaching faculties of various colleges from viruthunagar district. The sample comprised 100 engineering college professors. In selected review of literature there is a positive connection among organizational commitment and an OCB. This study prominently analyze the link between organizational citizenship behavior and various proportions of organizational involvement (Affective, continuance, and normative) and how it contributes among the industry, thereafter education is becoming an more important industry for the amelioration of future generations of our country.

Keywords: work or Organizational Commitment, (AC, CC, NC) organizational citizenship behavior.

I. INTRODUCTION

Person's voluntary involvement or commitment towards the organization is called an OCB. Organ(1988) defines an OCB is an individual actions that is unrestricted, not point blank or clearly acknowledge by the basic reward system, and totally it endorse the effectual performance of the organization". Through OCB employees get high level of motivation and engagement; moreover there is a positive link among its components and employee performance.

OCB is consist of two aspects namely selflessness and General agreement. These elements will improve organizational efficacy in different ways. Altruism is considered as a helping behaviour. These behaviors can be focussed on inside or outside of the organization.

Organ (1988) examine the component of general consistence and remade the components of general consistence and included extra elements of an OCB.

Following are the elements of hierarchical citizenship conduct they are benevolence, civility, good faith, municipal temperance, and sportsmanship. Unselfishness is a helping conduct in this the representatives will help their associate with an authoritatively important assignment or issue. Good faith another conduct it comprises certain practices in that the workers will go past their predetermined activity prerequisites (Law, Wong, and Chen, 2005). These practices allude that representatives acknowledge and adjust to the principles, guidelines, and strategies of the association. Urban uprightness is another practices that notice the worker's profound concerns and energetic enthusiasm for the life of the association (Law et al., 2005). This measurement additionally encompasses positive inclusion in the issues of the association (Organ et al., 2006).

II. ORGANIZATIONAL INVOLVEMENT

Dimensions of organizational commitment

A. Affective commitment

The tendency of employees to sustain in an organization because they are emotional connection with their work environment. So worker's emotional connection between them and the firm is called affective commitment. An employee who is having strong commitment with the organization he will identifies the goals of the company and he will have desire to work and he will participate in the all activities of the organization. Also this commitment is inspired by various demographic dimensions namely: age, sex, education but these influence neither strong nor consistent

B. Continuance commitment

This means the employee degree to which believe that leaving the organisation would be very costly. If the employee does not see the positive costs to stay with the organization or company they should see availability of alternatives it may be job opportunities in the another organization, it may interrupt personal relationship, and other side best that would be incurred from leaving their organization.

C. Normative commitment

This is another kind of a commitment in which employee feels obligated to work for the organization for all the matters which the organization has done for him or her.

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normative commitment may varies from person to person with the degree of incentive the gets from the organization. If normative commitment is higher in organization, it systematically transmit the fact to employees regarding rewardincentives, and other strategies. In organisation normative commitment is high where the employees cansee visible examples of the employer being committed to employees well-being.

III. SIGNIFICANCE OF THE STUDY

The intention of the current study is to appraise the relationship between organizational citizenship behaviour and professional commitments based on the opinions of professors working at various colleges. ANOCB and organizational commitment are different terms but these two terms are related with one another and each organization can include these two terms for the success of their organization. Employees are the most significant source of the organization and also accomplishment of the organization depends on the workers, if the organization adopts these two concepts in their work environment by this the employees will go beyond their described work requirements and give more commitment towards their job. Here the commitment of the professors is more important in terms of students development, so his study will help to evaluate the commitment of professors with the institution which they are working.

IV. REVIEW OF LITERATURE

Organ(1988) argued that an OCB is different form related construct (organizational commitment). (cohen &vigoda, 2000) ANOCB may be empirically related to organizational commitment. (Borman& Motowidlo, 1993). define Contextual performance is not associated with task of the workers these behaviors and actions that contribute to the social and emotional aspects of the firm.

Bar and Pawar (1995) Explained the correlation among OCB and commitment of an employee towards the organization and the willingness of employees to remain in an organization. This is an important behavior which is expected by every organization from their employees. Thereafter it is proven to improve the success of the organization.

Organ and Ryan(1995) done a research on employee job satisfaction and organizational citizenship behavior, they arriving at a judgment that there is a proper bond between employee satisfaction and OCB.

Nadim Jahangir, Mohamed muzahid Akbar, and Mahmudul Haq (2004) differentiated from various dimensions of an OCB and has inspect the relationship between antecedents of an OCB are the factors that augment the level of involvement towards the firm organoization which they are working in.

Spector,P.E.(2006) defined OCB as a behavior that goes away from the official obligation of the employment and it support to the organization.

According to Gaa (2010) identified an OCB is important to individuals to understand the consequence of shared vision.

Kaveh Hasani, Saced Sdaghi Boroujerdi, Samansheikhesmacili (2013) expressed "The impact of authoritative citizenship conduct on hierarchical responsibility" investigates the relationship among OCB and

OC in physical instruction division in Iran. OCB and OC is impressively associated with some degree. with the parts of an OCB. People pledge to association so more penance judiciousness and reliability. The investigation end bring up that there is a noticeable affiliation stuck between an OCB and OC

Maylinn Bidne Kvitne (2017) revealed to check whether disparity in psychological contract fulfillment could forecast differences in the improvement in an OCB. This was examined through the use of longitudinal data and random coefficient modeling. The results support the supposition that individual an OCB develops over time and that individual be at variance in this expansion.

V. OBJECTIVE OF THE STUDY

To inspect the connection between the term an OCB and different elements of Organizational Commitment (Affective duty, Continuance responsibility, Normative responsibility).

VI. HYPOTHESIS

1. There is a positive annexe among affective commitment and an OCB.
2. There is a positive connection among continuance commitment and an OCB.
3. There is a positive annex between normative commitment and an OCB

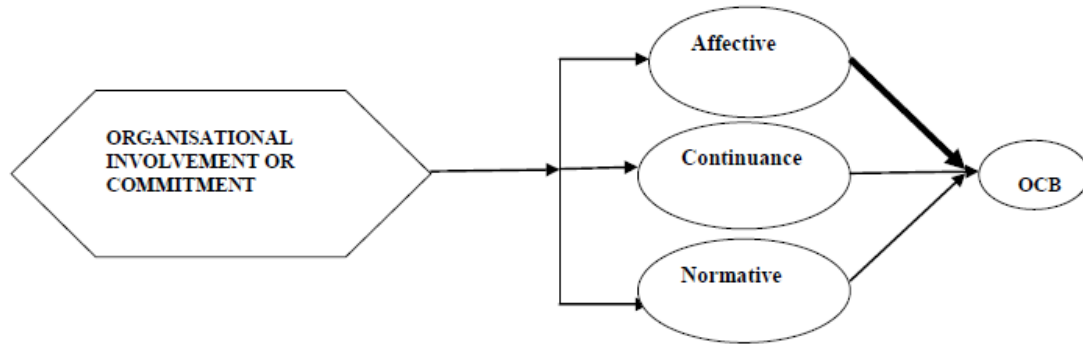
VII. RESEARCH METHODOLOGY

The descriptive research design and Pearson correlation method of analysis was utilised in the current study. The study was conducted among 100 teaching faculties of various colleges in viruthunagar district. And the sampling techniques used for this study is simple random sampling. The Pearson connection coefficient, r , it considered a scope of qualities from +1 to - 1. An estimation of 0 shows that there is no legitimate connection or relationship between the two factors. On the off chance that esteem is bigger than 0 it speaks to an alluring relationship between the factors; that is, as the estimation of one component increments, so does the estimation of the other component.

VIII. RESEARCH VARIABLES

Organizational citizenship behavior is dependent variable and organizational commitment elements are independent variable.

IX. PROPOSED CONCEPTUAL MODEL



8.1. Proposed conceptual model

X. RESULT AND DISCUSSION

This part provides the statistics analysis of the data collected from the respondents.

Gender		Age		Educational Qualification	
Classification	Percentage	Classification	Percentage	Classification	Percentage
Male	81%	Under25 years	14%	U.G	25%
Female	19%	26 – 35	35%	P.G	35%
		36 – 45	15%	MPhil	25%
		Above 45	36%	PhD	10%
				Others	5%
Total	100		100		100

XI. INTERPRETATION

From the above table (10.1) 81% of respondents are male and 19 %of respondents are female. And 14% of respondents are come under the age of 25 years and 35 % of respondents are come under the age of 26 to 35 years and so on. In educational qualification 25% of the respondents are

completed U.G, 35% of them are completed P.G., 25% of them are having MPhil, 10% of them are completed PhD.

Below table depict the correlation between organizational citizenship behavior and various proportions of OC.

Independent variable	Subordinate variable			
	Organizational citizenship behavior			
Organizational commitment	point of Correlation	Level of consequence	Test Result	Hypothesis
AC	0.85	<0.001	Ho Rejected	Confirmed
CC	0.80	<0.001	Ho Rejected	Confirmed
NC	0.79	<0.001	Ho Rejected	Confirmed

Based on the hypothesis of the research there is a encouraging link among employees OCB and organisational commitment. From the above table the obtained (Sig < 0.001) significant level is below ($\alpha = 0.05$). So the investigation is bolstered with hypothesis.

XII. CONCLUSION

This investigation presumes that there is an appropriate relationship among the factors of authoritative citizenship conduct and different extents of authoritative duty, Authoritative inclusion induce increment of an OCB. OC is impressively connected with certain parts of an OCB. people resolved to organization or association uncover more penance, prudence, and loyalty. Consequence of this investigation assign that there is a prominent connection among OCB and hierarchical responsibility. In future the looks into could assess result of initiative style, strengthening rehearses, and an OCB at the same time.

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