ABSTRACT

PSYCHOLOGICAL DISPOSITIONS AS DETERMINANTS OF
ORGANIZATIONAL CITIZENSHIP BEHAVIOUR

The purpose of the present study is to examine the contribution of egotism and personality traits in the determination of organizational commitment and organizational citizenship behavior. A representative sample of 200 employees of Insurance companies in Agra was selected randomly for the research, who were administered Egotism scale (constructed by the investigator herself), NEO Five Factor Inventory by McCrae and Costa (1985), Organizational Commitment Scale by Allen and Meyer (1990) and Organizational Citizenship Behavior Scale by Podsakoff, et al. (1990). Correlational design was used. Multiple Regression Analysis was used in the present study. Multiple Regression Equations revealed that although egotism has negligible contribution (b = -.086) in the determination of organizational commitment, egotism is a significant negative contributor (b = -.474) of organization citizenship behavior. Neuroticism has significant negative contribution (b = -.128) in the determination of organizational commitment and in the determination of organizational citizenship behavior (b = -.020). Extraversion has significant negative contribution (b = -.262) in the determination of organizational commitment, but has significant positive contribution (b = .122) in the determination of organizational citizenship behavior. The regression coefficient of openness is low and negative (b = -.022), showing negligible role in the determination of organizational commitment but also significant positive (b = .171) contribution in the determination of organizational citizenship behavior. Agreeableness has significant positive contribution in the determination of organizational commitment (b = .196) and organizational citizenship behavior (b = .116). Conscientiousness has significant positive contribution in the determination of organizational commitment (b = .499) and organizational citizenship behavior (b = .216). So it is concluded that conscientiousness has strong contribution in the determination of organizational commitment and organizational citizenship behavior. Also egotism has strong negative contribution in the determination of organizational citizenship behavior. Finally implications, limitations and suggestions are also discussed.