PREFACE

This thesis is written to complete my degree for Doctor of Philosophy in the Department of HRD, Faculty of Management Studies, VBS Purvanchal University, Jaunpur, Uttar Pradesh under the benevolent guidance of Dr. Avinash D. Pathardikar, Head, Department of HRD, VBS Purvanchal University.

When I was writing my research proposal, I wanted to do something new; in fact I did not want to replicate any previous research done by previous researchers. However, to my surprise during my literature study I found that this cannot be completely avoided as some of my ideas were already been expressed, yet I enjoyed my own research task during my tenure of completing this extended research.

This study was carried out so as to get a better understanding of Organizational Citizenship Behavior, Ethics and Values prevailing in different organizations. While doing my review of literature I could understand that much work has been done in this area in the context of U.S and in European Countries. Limited work was done in the context of India and wider gaps existed in the context of Uttar Pradesh especially for comparative studies in the private and public sector organization.
For this study the key variables, the antecedent’s viz., Altruism, Conscientiousness, Sportsmanship, Courtesy, and Civic Virtue of Organizational Citizenship Behaviour were used. Hypothesis and the conceptual framework have been extensively discussed in chapter two and chapter three. To obtain empirical evidence questionnaires were distributed to 800 respondents out of which 524 responses were received that means the response rate was 65.50 per cent inclusive of both private and public sector organizations within Uttar Pradesh.

The analysis was carried out through Descriptive Statistics along with ANOVA, t-test, Correlation and Regression are used to compute the collected information. The respondents felt comfortable while responding to the questionnaires as it was not forced to them to respond and therefore the high response rate was resulted. The constructs measured in this study using multi item scales drawn from previous study minimizing the threat of validity. The response categories for each item were anchored by Strongly Disagree (1) and Strongly Agree (7). In majority of the cases public sector organizations were found significantly higher than in the case of private sector organizations. The details of the same have been highlighted in Chapter five of this study.

Lastly, the researcher concluded this study drawn from different chapters with his understanding. The researcher also expressed the key limitations of this
study as well. Future implications were expressed by the researchers for future researchers to be benefited from this study. Recommendations were duly narrated by the researchers to be used by various executives inclusive of both public and private sector organizations.