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# LIST OF ACRONYMS AND ABBREVIATIONS

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<thead>
<tr>
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<tbody>
<tr>
<td>1</td>
<td>ASV</td>
<td>Average shared variance</td>
</tr>
<tr>
<td>2</td>
<td>AUT</td>
<td>Autonomy</td>
</tr>
<tr>
<td>3</td>
<td>AUT1</td>
<td>How much are you left on your own to do your own work?</td>
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<tr>
<td>4</td>
<td>AUT2</td>
<td>To what extent are you able to do your job independently of others?</td>
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<td>5</td>
<td>AUT3</td>
<td>To what extent do you receive information from your superior on your job performance?</td>
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<tr>
<td>6</td>
<td>AUT4</td>
<td>The opportunity for independent thought and action</td>
</tr>
<tr>
<td>7</td>
<td>AUT5</td>
<td>The freedom to do pretty much what I want on my job.</td>
</tr>
<tr>
<td>8</td>
<td>AVE</td>
<td>Average variance extracted</td>
</tr>
<tr>
<td>9</td>
<td>CFA</td>
<td>Confirmatory factor analysis</td>
</tr>
<tr>
<td>10</td>
<td>CR</td>
<td>Composite reliability</td>
</tr>
<tr>
<td>11</td>
<td>df</td>
<td>Degrees of freedom</td>
</tr>
<tr>
<td>12</td>
<td>FBK</td>
<td>Feedback</td>
</tr>
<tr>
<td>13</td>
<td>FBK1</td>
<td>To what extent do you find out how well you are doing on the job as you are working?</td>
</tr>
<tr>
<td>14</td>
<td>FBK2</td>
<td>The opportunity to find out how well I am doing on my job.</td>
</tr>
<tr>
<td>15</td>
<td>FBK3</td>
<td>The feeling that I know whether I am performing my</td>
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</tbody>
</table>
job.

16 GFI : Goodness of fit index
17 KMO : Kaiser-Meyer-Olkin
18 MSV : Maximum shared squared variance
19 OCB-I : Organizational citizenship behavior towards individual
20 OCB-I1 : I help others who have been absent
21 OCB-I2 : I help others who have heavy work- loads
22 OCB-I3 : I assist supervisor with his/her work
23 OCB-I4 : I take time to listen to co-workers and colleagues
24 OCB-I5 : I go out of way to help new employees
25 OCB-I6 : I take a personal interest in other employees
26 OCB-I7 : I pass along information to co-workers
27 OCB-O : Organizational citizenship behavior towards organization
28 OCB-O1 : My attendance at work is above the norm
29 OCB-O2 : I give advance notice when unable to come to work
30 OCB-O3 : I take undeserved work breaks
31 OCB-O4 : I spend a great deal of time on personal phone conversation
32 OCB-O5 : I complain about insignificant things at work
33 OCB-O6 : I adhere to informal rules devised to maintain order
34 PA : Psychological attachment
35 POS : Perceived organizational support
36 POS1 : My organization strongly considers my goals and values
37 POS2 : My organization really cares about my well-being
38 POS3 : My organization would forgive an honest mistake on my part
39 POS4 : Help is available from the organization when I have a problem
40 POS5 : My organization is willing to help me when I need a special favor
41 POS6 : If given the opportunity, the organization would take advantage of me
42 POS7 : My organization shows very little concern for me
43 POS8 : My organization cares about my opinion
44 RMSEA : Root mean square error of
45 SEM : Structural equation modeling
46 SRMR : Standardized root mean square
47 TID : Task identity
48 TID1 : To what extent do you do a "whole" piece of work
49 TID2 : How often do you see projects or jobs through to completion?
50 TID3 : The opportunity to do a job from the beginning to end
<table>
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<tr>
<th></th>
<th>TID4</th>
<th>The opportunity to complete work I start</th>
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<tr>
<td></td>
<td>TL</td>
<td>Transformational leadership</td>
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<tr>
<td></td>
<td>TL1</td>
<td>My supervisor communicates a clear and positive vision of the future</td>
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<td></td>
<td>TL2</td>
<td>My supervisor treats staff as individuals, supports and encourages their development</td>
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<td></td>
<td>TL3</td>
<td>My supervisor gives encouragement and recognition to the staff</td>
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<td></td>
<td>TL4</td>
<td>My supervisor fosters trust, involvement and cooperation among team members</td>
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<td></td>
<td>TL5</td>
<td>My supervisor encourages thinking about problems in new ways and questions assumptions</td>
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<td></td>
<td>TL6</td>
<td>My supervisor is clear about his/her values and practices what he/she preaches</td>
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<tr>
<td></td>
<td>TL7</td>
<td>My supervisor instills pride and respect in others and inspires me by being highly competent</td>
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<td></td>
<td>TP</td>
<td>Task performance</td>
</tr>
<tr>
<td></td>
<td>TP1</td>
<td>I adequately complete assigned duties</td>
</tr>
<tr>
<td></td>
<td>TP2</td>
<td>I fulfill responsibilities specified in job description</td>
</tr>
<tr>
<td></td>
<td>TP3</td>
<td>I perform tasks that are expected of me</td>
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<tr>
<td></td>
<td>TP4</td>
<td>I meet formal performance requirements of the job</td>
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<tr>
<td></td>
<td>TP5</td>
<td>I engage in activities that will directly affect my performance evaluation</td>
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TP6: I neglect aspects of job I'm obliged to perform

TP7: I fail to perform essential duties

TS: Task significance

TS1: In general, how significant or important is your job? That is, are the results of your work likely to significantly affect the lives or well-being of other people?

TS2: This job is one where a lot of other people can be affected by how well the work gets done

TS3: The job itself is very significant and important in the broader scheme of things

VAR: Skill variety

VAR1: How much variety is there in your job?

VAR2: How repetitious is your work?

VAR3: How similar are the tasks you perform in a typical work day?

VAR4: The opportunity to do a number of different things

VAR5: The amount of variety in my job

VC: Perceived person-organization value congruence

VC1: What this organization stands for is important to me

VC10: Unless I'm rewarded for it in some way, I see no reason to extend extra effort on behalf of this organization
81 VC11: I am proud to tell others that I am part of this organization

82 VC12: I feel a sense of 'ownership' for this organization rather than being just an employee

83 VC2: I talk up this organization to my friends as a great organization to work for

84 VC3: If the values of this organization were different, I would not be as attached to this organization

85 VC4: How hard I work for the organization is directly linked to how much I am rewarded

86 VC5: In order for me to get rewarded around here, it is necessary to express the right attitude

87 VC6: Since joining this organization, my personal values and those of the organization have become more similar

88 VC7: My private views about this organization are different from those I express publicly

89 VC8: The reason I prefer this organization to others is because of what it stands for, that is, its values

90 VC9: My attachment to this organization is primarily based on the similarity of my values and those represented by the organization

91 WE: Work engagement

92 WE1: At my work, I feel bursting with energy

93 WE2: At my job, I feel strong and vigorous
94  WE3   :  I am enthusiastic about my job
95  WE4   :  My job inspires me
96  WE5   :  When I get up in the morning, I feel like going to work
97  WE6   :  I feel happy when I am working intensely
98  WE7   :  I am proud on the work that I do
99  WE8   :  I am immersed in my work
100  WE9  :  I get carried away when I'm working
101  $\chi^2/df$ :  Chi-square/degrees of freedom