ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF TEACHING PROFESSIONALS AROUND AVADI

Mrs. Eunice Cordelia Yamini

Asst. Professor/ DOMS

St. Peters Institute of Higher Education and Research

Ms. P.S. Priyadarshini

Asst. Professor/ DOMS

St. Peters Institute of Higher Education and Research

INTRODUCTION

Most employees understand that their primary duty is to do the work that is assigned to them, stay away from behaviors that could be deemed troublesome, and deliver work that is acceptable and beneficial to the organization. **Organizational citizenship behavior** deals with the actions and behaviors that are not required by workers. It benefits the team and even motivate the efficiency of the organizational function and it is definitely not a critical issue.. This is typically categorized as a worker "**going above and beyond**," or "**giving their all**." They look at their job as more than just a paycheck and strive their maximum in order to make their work environment to work efficiently; it does not have a major impact on their current duties. Usually, these behaviors are seen as positive by managers and business leaders, and the importance and impact of these behaviors should be noted.

In industrial and organizational psychology, **Organizational Citizenship Behaviour** (OCB) is a person's voluntary commitment within an organization or company that is not part of his or her contractual tasks. **Organizational Citizenship**

Behaviour has been studied since the late 1970s. It has been observed for the three decades, the interest and knowledge of people in these behaviors has increased .Organizational behaviour has emerged to have a connect with overall organizational effectiveness, so the different behavior patterns of the employees have important consequences in the workplace.

OBJECTIVES OF THE STUDY

Primary Objectives:

- To explore the structure citizenship behaviour of teaching professionals around Avadi, Chennai.
- To live the impact of demographic profile on the structure citizenship behaviour of teaching professionals.
- To counsel appropriate measures to enhance structure citizenship behaviour of teaching professionals around Avadi Chennai

SCOPE OF OCB:

OCB refers to the voluntary behaviors exhibited by the workers whereas within the organization, pretty much as good voters of the organization. This paper is an endeavor to know the means, nature and scope of OCB and also the paper also tries to review the assorted dimensions of OCB   .

NEED OF OCB:

The term structure citizenship behavior (OCB) was initial projected by Organ (1998) by stating the five dimensions of unselfishness, civic virtue, conscientiousness, courtesy and fairness. Organizations would like workers World Health Organization would be willing to try and do the work exceeds a planned description organization..To suggest

suitable measures to improve organizational citizenship behaviour of teaching professionals around Avadi Chennai.

REVIEW OF LITERATURE

Ajay K. Jain (2015) examined and investigates the impact of motives for volunteerism and structure culture on structure commitment (OC) and structure citizenship behaviour (OCB) in Indian work context. The informtion was collected from 248 middle and senior managers of a public sector organization in Bharat. The self and alternative reportable questionnaires were wont to collect the info. Results of stratified multivariate analysis have shown that non-public development dimension of volunteerism was found to be the positive predictor of OC and OCB each. However, career sweetening, fellow feeling and community concern dimensions of volunteerism had mixed effects on each the criterion variables. Moreover, culture had not shown a big impact on OCB; but, it had a positive influence on emotive and continuance commitment. Moreover, demographic variables (age, education and tenure) had sturdy Impact on OC than OCB.

Charity Christine et al (2018) examined structure citizenship behaviour (OCB) supported the prevailing literature. The paper performs keywords search of revealed articles from 1930 to 2017 in wide used analysis databases. Fron the past history we understand OCB, as a field of study, was slow to develop. Though it's been introduced within the late Nineteen Seventies and formally outlined within the Nineteen Eighties, its origins will be derived back to the Nineteen Thirties. Despite this, OCB is usually thought to be a comparatively new construct and has become one in all the most important subjects studied within the literature. OCB has reached so much and wide into the business and management domains, supporting the very fact that the well-being staff and their behaviors will greatly have an effect on organizations' effectiveness

and   performance.   Having   been the   subject of a   big range of   studies, there are inconsistent analysis findings relating   to   the   ideas.   Moreover,   some ideas are noted   to   overlap,   with many students' victimization totally   different terms for primarily similar ideas.

Denis (2015) during this paper examined the analgetic role of passive leadership within the relationships of perceived support from organizaion, co workers, and physicians to emotive commitment   and structure citizenship   behaviour   (OCB)   among hospital staff. Employing   a sample   of   one   82   hospital staff   and   a   time-lagged style during which predictors and moderator were assessed at Time 1 and self-reported OCB was obtained two.5 years later, the authors examined whether or not passive leadership moderates the relationships of perceived supports to commitment and their indirect effects on OCB. Analyses indicate that at high levels of passive leadership, the link between support from organization and colleagues and commitment is a smaller amount positive and also the relationship between support from physicians and commitment is negative. Moreover, the indirect impact of perceived support from co-workers and physicians on OCB through emotive commitment is weaker at high levels of passive leadership.

Greg Sears et al (2018) during this study he says that Drawing on principles of social exchange   and   equity   theory, the   aim of   this   paper   is to   look   at the link between worker reports   of   leader-member   exchange   (LMX)   and 2 forms of structure citizenship behaviour (OCB) afflictive and change-oriented OCB. Further, equity sensitivity, a dispositional variable reflective one's tendency to "give" or "take" in their social interactions, was tested as a moderator of those effects. Knowledge were collected   from   a   sample   of   240   producing staff in   China   and their various supervisors. Construction analyses   were   conducted to   check the hypothesized effects. LMX was found to be completely related to affiliative, however not change-oriented   OCB. Equity   sensitivity tempered these   relationships, such LMX

was completely related to each forms of OCB once staff square measure benevolent, however not after they square measure entitled.

RESEARCH METHOLOGY

Descriptive analysis is employed to explain characteristics of a population or development being studied. The outline is employed for frequencies, averages and different applied math calculations. Typically the most effective approach, before writing descriptive analysis, is to conduct a survey investigation.

Descriptive analysis is outlined as an exploration technique that describes the characteristics of the population or development that's being studied. This system focuses a lot of on the "what" of the analysis subject instead of the "why" of the analysis subject.

TYPE OF RESEARCH

Qualitative research:

Qualitative analysis could be a technique of inquiry utilized in many alternative tutorial disciplines, historically within the social sciences, however conjointly in marketing research and more contexts. Qualitative researchers aim to collect associate in-depth understanding of human behaviour and also the reasons that govern such behaviour. The qualitative technique investigates the why and the way of deciding, not simply what, where, when. Hence, smaller however centered samples area unit a lot of typically used than giant samples

.

Qualitative observation doesn't involve measurements or numbers however instead simply watching characteristics. During this case the man of science observes the respondents from a distance. Since the respondent's area unit in a very snug setting, the characteristics ascertained area unit natural and effective. In descriptive analysis, the man of science will favor to be an entire observer, associate observer as a participant, a participant as associate observer or an entire participant. for instance, in a very grocery, a man of science will from afar monitor and track the choice and buying trends of the shoppers. This offers a deeper insight into the getting expertise of the client.

•**Populationsize:**

The number of teaching professionals operating in varied colleges in and around Avadi is the population size of the analysis and out of the same 100 samples were taken for the study .

SAMPLING TECHNIQUE

- **. Simple Random Sampling Technique:**

In statistics, a **Simple random sample** is a subset of individuals (a sample) chosen from a larger set (a population). Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process, and each subset of k individuals has the same probability of being chosen for the sample as any other subset of k individuals. The procedure to arrive the result is called the Simple **random sampling**. A simple random sample is an unbiased surveying technique.

FINDINGS

- 55.6% of them are male, and rest (32, 44.4%) of them are females. Both the genders almost equally employed in teaching profession.

- Most of them are in age group of 25 to 40 years in teaching profession in colleges

- The majority of the teaching professionals working in colleges are married.

- 66.7% of the teaching professionals are qualified with Post Graduation

- 80.6% of the population are from the Arts and science department.

- When concerning with the designation 63.9% are from thee Assistant Professor background in teaching profession

- 30.6% of the respondents has more than 10 years of experience in teaching profession

- 41.7% have always helped the colleague to learn new skills or subject knowledge respectively.

- 48.6% have always helped new teaching professional to adopt to the system of our institution respectively.

- 4.2% have never helped colleague with personal matter such as transportation, childcare, and vehicle problems respectively.

- 2.8% have rarely helped colleague to alter the classes during planned/unplanned leave, respectively.

- 12.5% sometimes have helped junior teaching professional in teaching or giving suggestions in handling a difficult topic/subject

- 65.3% ALWAYS, had Said good things about our organization in front of others

- 20.8% of the samples have often changed vacation schedule, work days, or shifts to accommodate colleague

- 2.8% have never taken time to advise, coach, or mentor a colleague, respectively.

- 41.7% of the samples have always accompanied guests, parents, or alumni during functions/ programs/ admissions in colleges.

- 11.1% respondents have sometimes took additional classes to complete the syllabus of the subject or better understanding of the subject through additional tutorial hours respectively.

- 1.4% have rarely volunteered for extra work assignments such as administrative responsibilities, coordination for the programs, student placement respectively.
- 26.4% of the people have often worked during weekends or other days off to complete assigned tasks
- 25.0% of the respondents have sometimes volunteered to work at after-hours or out-of-town (extra or other) events/ admission placement work.
- 37.5% have often volunteered to attend meetings or work on committees on own time
- 6.9% of the respondents have rarely developed extracurricular activities for colleagues (sport team, cultural, etc.)
- 52.8% have always helped a colleague who had to leave early from organization by taking their classes or administrative work
- 20.8% of the respondents have often contributed for enhancing the department performance through team work
- 20.8.4% of the sampled respondents have sometimes maintained the team spirit inside the department

SUGESSTION

- The teaching professional must be highly motivated for the growth of the organization
- The teaching professionals must enhance more in subject knowledge
- Proper training must be provided to them to upgrade them
- The teaching professionals must refer new employees to the institutions they are working.
- Intuitions must help the faculty in take part in all the activities inside the campus

CONCLUSION

To conclude the research it has been observed through this survey that teaching professional do exhibit the better OCB among the institution they work. The institution must conduct awareness and training programmes inorder to help the faculty members to have a better understaffing on OCB and exhibit to the fullest. The research can be conducted in different sectors and verticals to identify the behaviour of the employee in the particular segment.

REFERENCES

Aaron Cohen, et al, (2012), "The relationship between social exchange variables, OCB, and performance: What happens when you consider group Characteristics?", Personnel Review, Vol. 41 Issue: 6, pp.705-731.

Dr. D.Paul Dhinakaran, *"Exports and Imports Stagnation in India During Covid-19- A Review"* GIS Business (ISSN: 1430-3663) Vol-15-Issue-4-April-2020, pp 1158- 1178

.

Ajay K. Jain, (2015),"Volunteerism and organisational culture: Relationship to organizational commitment and citizenship behaviours in India", Cross Cultural Management, Vol. 22 Issue: 1, pp.116-144. Charity Christine et al, (2018), "A historical review of the development of organizational citizenship behaviour (OCB) and its implications for the twenty-first century", Personnel Review, Vol. 47 Issue: 4, pp.821-862.

Dr. D.Paul Dhinakaran, *"Community Relations Of Tamilnadu State Transport Corporation Ltd"* International Journal Of Research And Analytical Reviews (E ISSN 2348-1269, print ISSN 2349-5138) Special Issue March 2019.

Daniel J et al, *(*2005), "Structural interdependence, personality, and organizational citizenship behaviour: An examination of person-environment interaction", Personnel Review, Vol. 34 Issue: 3, pp.310-330.

Denis , (2015), "Multiple sources of support, affective commitment, and citizenship behaviours: The moderating role of passive leadership", Personnel Review, Vol. 44 Issue: 1, pp.69-90.

Dennis Wat et al, (2005), "Equity and relationship quality influences on organizational citizenship behaviours: The mediating role of trust in the supervisor and empowerment", Personnel Review, Vol. 34 Issue: 4, pp.406-422.

Greg Sears, et al, (2018), "Revisiting the "give and take" in LMX: Exploring equity sensitivity as a moderator of the influence of LMX on affiliative and change-oriented OCB", Personnel Review, Vol. 47 Issue: 2, pp.555-571.

Marcy Rita, at el (2018), "Moderating effect of organizational citizenship behaviour on the effect of organizational commitment, transformational leadership and work motivation on employee performance", International Journal of Law and Management, Vol. 60 Issue: 4, pp.953-964.