A Study of the Relationships among Transnational Corporation Employees' Workplace friendship, Guanxi, and Organizational Citizenship Behavior.

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ABSTRACT

The purpose of the research is to explore the relationships among workplace friendship, Guanxi, and organizational citizenship behavior. It further verifies the mediating effects of Guanxi between workplace friendship and organizational citizenship behavior. In this study, Foreign car company employees as the research subjects. Through purposive sampling, a total of 500 questionnaires were sent out, and 446 valid questionnaires were retrieved. The valid response rate is 89.2%. The results showed that: (1) Workplace friendship and Organizational Citizenship Behavior have significant positive relationship; (2) Workplace friendship and Guanxi have significant negative relationship; (3) Guanxi and Organizational Citizenship Behavior have significant negative relationship; (4) Guanxi has mediating effects between workplace friendship and organizational citizenship behavior. In the end of this study, management practices and recommendations are proposed.

Keywords: workplace friendship, Guanxi, Organizational Citizenship Behavior

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