The impact of group cohesiveness on organizational citizenship behaviors :

NOTE

E-mail: 343871@ mail.dyu.edu.tw

ABSTRACT

In recent years, increasingly of division of knowledge, companies have used to combine different employees in the groups and composed of cross-functional teams to accomplish the work. To get along peacefully with others, employee has to develop a relationship based on reciprocity. It is a form of organizational citizenship behavior between colleagues. Past researches cannot clarify the relationship between employees's group cohesiveness, organizational identification and organizational citizenship behavior. Therefore, this study empirically examines the relationship between group cohesiveness and organizational citizenship behavior, on the one hand, this study controlled three variable, Job satisfaction, Job involvement, and gender, to purify the relationship independent variable dependent variable. On the other hand, the study used organizational identification as moderators to test the conditional relationship between independent variable and dependent variable. The paper was conducted by questionnaire survey method, and then receiving 238 effective questionnaires. The paper employs the statistical software SPSS 18.0 for the model test. The quantitative data acquired were analyzed through descriptive statistic, Pearson's Correlation, Regression Analysis. The research results were as below: 1. Group cohesiveness was positively related to organizational citizenship behavior. 2. Group cohesiveness was positively related to organizational identification. 3. Organizational identification was positively related to organizational citizenship behavior. 4. The relationship between group cohesiveness and organizational citizenship behavior were mediated by organizational identification. Finally, based on the framework and evidence results, the study intends to propose a few suggestions for management practice and continual research.

Keywords : Group Cohesiveness Organizational Citizenship Behavior Organizational Identification

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