

# The Effect of Workplace Friendship and Organizational Citizenship Behaviors on Job Performance: A Case Study of Taichung

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## ABSTRACT

The purpose of this study is to investigate the relationship among Workplace Friendship, Organizational Citizenship Behaviors and Job Performance. The participants of the study are civil servants of Taichung City government. The study is conducted through three-stage data collection and 235 valid questionnaires are returned. The main findings are as follows: (a) Workplace Friendship and Organizational Citizenship Behaviors have positive correlation. (b) Organizational Citizenship Behaviors and Job Performance have positive correlation. Based on the findings above, suggestions and discussions are provided.

Keywords : Workplace Friendship、 Organizational Citizenship Behaviors、 Job Performance、 common method variance

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