The Study for the Relationship between Trust and Organizational Citizenship Behavior to Military Repatriate

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ABSTRACT

Organizational Citizenship Behavior (OCB) has become an important study subject of organizational behavior. Many studies are of the opinion that if employees within an organization can voluntarily make contribution to the organization, then the more they contribute, the higher efficacy they will bring about to the organization in the long run. The objective of this study is to carry out investigations on OCB and confidence, and to explore the relationship between these two subjects in returned expatriates. The study suggests that confidence is a basic element of team cooperation as well as the adhesive of interpersonal relationship. Confidence is a critical factor to maintain good interpersonal relationship. However, the OCB of employees is an important prerequisite indicator for employees to achieve the organizational goal. Therefore, to understand the potential factors that affect the OCB of employees, this study investigates the following concrete issues from the perspective of human factors: 1 The correlation between confidence and OCB; 2 How confidence in different orders (the organization; superintendents or peers) affect the OCB. In this study, the questionnaires survey has been carried out by random sampling. A total of 450 questionnaires have been distributed and 390 copies has been retrieved, of which 40 copies has been rejected due to incomplete answers, repetitive answers and unreasonable selections, thus the number of effective questionnaires is 350. Regressive analysis has been adopted to explore the relationship between various variables. Through statistics analysis, we have discovered that, there are significant positive effects between employees' confidence in the organization and their OCB in respect of the correlation and regression coefficients; significant positive effects also present between employees' confidence in their superintendent(s) and their OCB in respect of the correlation and regression coefficients; and this is the same case between employees' confidence in their peer(s) and their OCB. Correlation analysis has also been carried out on the relationship between various variables of population statistics and OCB to verify whether there is direct link between them with the following discovery: The variable of seniority in the National Revolutionary Army has positive effects on the OCB. Furthermore, salary, the position of the expatriate, and educational background also present positive effects on the OCB.

Keywords : organizational citizenship behaviors ; relationship of trust ; expatriate

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