

The Relationships of Competition and Cooperation on Organizational Citizenship Behavior for Physicians

謝紫婕、劉莉玲

E-mail: 9800884@mail.dyu.edu.tw

ABSTRACT

Organizational Citizenship Behavior is an important topic of Organization Behavior. Many researchers consider that if employees are willing to do more contributions spontaneously, it can bring more effects and higher efficiency in the long term. This dissertation focuses on the relation between competition and cooperation among the doctors of general hospital and organizing citizen's behavior; moreover, it discusses the application in general hospital and the relationship between doctors.

The research uses random test method to provide questionnaires and it provides total 350 questionnaires; return questionnaires are 298 and invalid questionnaires are 40 which include unanswered, unreasonable and repeated answers. Therefore, valid questionnaires are 258.

This research is about the relation between competition and cooperation among the doctors of general hospital and organizing citizen's behavior and it uses related analysis to proof direct relation. This dissertation interprets that it has obvious differences between competition, cooperation and organizing citizen's behavior. Moreover, cooperation and organizing citizen's behavior have more obvious differences than competition and organizing citizen's behavior.

Keywords : staff cooperation、staff competition、organizational citizenship behavior

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