

# The Relationship between Job Performance and Citizenship Organizational Behavior: The Moderating Effects of Resource Sharing

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## ABSTRACT

Whether the Job Performance affected by OCB are not many of studies, this study attempts to explore whether Job Performance are being affected by OCB, The relationship Job Performance and OCB between of resourcing sharing unclear, Therefore, this study attempts to explore the causal relationship between the three. Good Job Performance of the enterprise employees can make more OCB will help organizations more, Good Job Performance employee in the organization to show more helping behavior or helped rookie that will have a positive impact on organizational effectiveness, Therefore, Job Performance and OCB relationship between research can help decision-making in the management of enterprise. The method of allocation of resource to optimize the implementation of the company's strategy will be most helpful, to clarify the relationship Job Performance and OCB between resource sharing will help decision-making can be applied to business management in order to bring maximize the benefit in the enterprise. The purpose of this study was to explore the relationship job performance and OCB then to resource sharing for the moderating with the relationship in between. In this study, we target to do sample survey on the employee in Taiwan. A total of 300 questionnaires, 220 were effective recovery, and t-test, factor analysis, reliability analysis, Pearson correlation analysis and multi-level regression analysis are conducted. It was found that job performance and OCB have a positive significant impact, and also OCBI and OCBO have a positive significant effect by job performance, when more resource to share in the better job performance of employees, the OCB will have a positive significant effect.

Keywords: job performance, organizational citizenship behavior, organizational citizenship behavior individual, organizational citizenship behavior organizational, resource sharing

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