

Analysis of Relationship between Psychological Empowerment Components and Organizational Citizenship Behavior in Ministry of Jihad-e Keshavarzi

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ABSTRACT

Nowadays, empowering of human resources in organizations is important factors that it can gait toward mobility of organization. Also, empowerment can provide necessary equipment for reveal organizational citizenship behavior. The purpose of this research was analyzing the relationship between Psychological Empowerment (PE) and Organizational Citizenship Behavior (OCB) among ministry of Jihad-e-Keshavarzi staffs. Research design of this applied study was descriptive-correlational. The Statistical population of study consisted of staffs who worked in deputies of Jihad-e-Keshavarzi ministry (N=1222). Sample size was estimated by Krejcie and Morgan's table (n=295) and respondents were studied using stratified random sampling. Technique a questionnaire was Research instrument was used to collect dotg. Face and content validity considered by panel expert of agricultural extension and education and Organizational Behavior and human resource management. Reliability of questionnaire was determined by pilot test and then Cronbach alpha calculated 0.78 and 0.85. Findings showed that components of competency, self-determination, impact, meaning and trust had positive and significant correlation with OCB. Linear regression results showed that trust explains 32.5% of OCB variance between Staffs of Jihad-e-Keshavarzi ministry.

Keywords: Psychological Empowerment (PE), Organizational Citizenship Behavior (OCB), Staffs, Jihad-e-keshavarzi Ministry

EXTENDED ABSTRACT

Objectives

Nowadays empowering of human resources in organizations is important factors that it can gait toward mobility of organization. Also empowerment can provide necessary equipment for reveal organizational citizenship behavior. Psychological empowerment refers to an inner sense in individuals that enables them to make independent decisions in their work processes and to lead to behaviors in employees referred to as Organizational Citizenship Behavior (OCB). Transcendental behaviors or organizational citizenship behaviors are an integral part of performance management and have created a new wave of existing knowledge of organizational advantage behaviors.

Research Method

The purpose of this study was analyze the relationship between Psychological Empowerment (PE) and Organizational Citizenship Behavior (OCB) among ministry of Jihad-e-Keshavarzi staffs. Research design of this applied study was descriptive–correlational.

Resources

Management and Development Deputy, Deputy for Plant Production, Deputy for Animal Production, Deputy for Planning, and Economic and Water, Soil and Industry Departments) (N=1222). Sample size was estimated by Krejcie and Morgan table (n=295) and respondents were selected by stratified random sampling technique a questionnaire was used to collect data. Face and content validity considered by panel expert of agricultural extension and education and Organizational Behavior and human resource management. Reliability of questionnaire was determined by pilot test and then Cronbach alpha calculated 0.78 and 0.85.

Results

The Findings showed that components of competency, self- determination, impact, meaning and trust had positive and significant correlation with OCB. Linear regression results showed that trust explain 32.5% of OCB variance between Staffs of Jihad-e- Keshavarzi ministry. The results of Friedman test showed that the mean scores of the components of psychological empowerment as well as the components of citizenship behavior were significantly different. As to the dimensions of psychological empowerment, it can be said that the components of job meaningfulness and competence were significantly better than the other components (3.97 and 3.95, respectively). Friedman test for ranking the components of organizational citizenship behavior showed that the status of altruism component with a mean score of 2.46 was better than the other components (social etiquette, chastity and work conscience).

Conculsion

As a general conclusion, it can be said that paying attention to psychological empowerment in the Ministry of Agriculture Jihad and its affiliated units can have a significant impact on improving organizational citizenship behavior.

Keywords: Psychological Empowerment (PE), Organizational Citizenship Behavior (OCB), Staffs, Jihad-e-keshavarzi Ministry