

*Extended Abstract*

**Evaluation of Relationship between Job Satisfaction with  
Organizational Citizenship behavior of  
Tehran University Personnels**

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**Introduction**

Today, completely changed conditions of org organizations and increasidy competition which necessitous effektivemess show the need for organizations to generate valuable staff; this generation of staff is called organizational soldiers. Doulless, such staff distinguishes effective organizations from non-effective ones. Staff who are willing to go beyond official obligations of their job represent what in recent years has been called “organizational citizenship behavior” (Morrisian, 1994).

Organizational citizenship behavior has many advantage for the organizations. By protecting the interests of the organization, good organization citizens anable organization to allocate organization interests usefully. In organizations in which citizenship behavior is common, there exist more interesting places for working. They can employ the best persons for themselves (Dennis, 2005). Evaluations of preceding studies in the field of organizational citizenship behavior

show the focus of attention of investigators into such relationship with several variants in the field of job satisfaction identified important preconditions of organizational citizenship behavior.

### **Investigation questions**

1- Is there a significant relationship between job satisfaction and organizational citizenship behavior of Tehran University Personnels?

2- Is there a significant relationship between job satisfaction with elements of organizational citizenship behavior of Tehran University Personnels?

3- Is there a significant relationship between elements of job satisfaction with organizational citizenship behavior of Tehran University Personnels?

4- Are elements of job satisfaction the predictors of organizational citizenship behavior?

5- Is there a significant relationship between organizational citizenship behavior of male and female experts of Tehran University?

### **Research method:**

In this study, the aim was to evaluate the relationship between job satisfaction with organizational citizenship behavior of Tehran university Personnels through descriptive-correlation, in which 136 subjects, of Tehran University Personnels were selected by using Cochran formula and simple sampling. In order to measure the job satisfaction of Personnels of job, description index of (JDI) Smith, Kendall and Halin(1969) was used, that accounted with Cronbach's alpha (0.91) and , is a sign of high validity of this questionnaire. Also, in order to evaluate the rate of organizational citizenship behavior, a 24-question questionnaire that Podsakoff et. al (1990) constructed based on five – fold model of organ (1998); Means humanism, job conscience, magnanimity, propriety, and social customs, was used the questionnaire was given to 30 subjects as a sample and accounted Cronbach's alpha (0.94) which is a sign of high validity of this questionnaire in the study. Also in order to analysis the data of

investigation descriptive statistical methods and inferential statistical method like Pearson correlation coefficient, and independent t- test and step by step regression were used.

### **Results:**

Results of correlation test of Pearson indicates that there is a significant and positive relationship between job satisfaction and organizational citizenship behavior and elements of social customs, courtesy, and job conscience. Also, all elements of job satisfaction (promotion, supervision, salary, job and colleague) with organizational citizenship behavior find a meaningful relationship. Also, results indicate that of 5- folds dimension of job satisfaction only elements of salary and colleague are able to predict organizational citizenship behavior of experts. Results of t-test also indicate that there is a significant relationship between sexual variable and Organizational citizenship behavior.

### **Discussion and conclusion:**

Results of Pearson correlation coefficient show that there is a significant relationship between job satisfaction with organizational citizenship behavior of Personnels. This result conforms with findings of Organ and konovoski (1984), Marfio et al (2002), pudscaf et al (2000), Mio and Kim (2009), Jahangir et al (2006). When a person has a high job satisfaction, it means that he loves his job, has good feelings about his job and gives a great value to his job. And this is logical That such an employee has self joint, cooperative and support behavior, has a behavior more than its role and has more activity in order to serve his organization and obtain his goals. Also, Personnels believe that this relationship between job satisfaction and organizational citizenship behavior can be because those who have high job satisfaction in organizations, show reciprocal reaction to organizations that could prepare their job satisfacion. Also, there results indicate a meaningful relationship between job satisfaction with social custom elements, courtesy and job conscience of staff.

Other results show that all elements of job satisfaction (promotion, job, supervision, salary and coworkers) have a meaningful relationship with organizational citizenship behavior of staffs. Results of analysis of step by step regression for predicting organizational citizenship behavior based on job satisfaction elements also show that salary and coworkers elements are of the most important predictor elements of organizational citizenship behavior.

**Keywords:** Job Satisfaction, Organizational Citizenship behavior, Job Conscience, Propriety, Humanism, Social Customs, Magnanimity.

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