

عنوان مقاله:

Effect of Transformational Leadership and Organizational Citizenship Behavior in Predicting Job Performance

محل انتشار:

دومین کنفرانس روانشناسی، علوم تربیتی، علوم اجتماعی و مشاوره (سال: 1399)

تعداد صفحات اصل مقاله: 12

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خلاصه مقاله:

Employees' spontaneous organizational citizenship behavior and transformational leadership are of great significance for having successful and high-profile organizations. Therefore, this study investigated the influence of organizational citizenship behavior and transformational leadership on work performance. Using data collected from 180 employees, we used stepwise regression to test hypotheses. Paterson's job performance questionnaire, organizational citizenship behavior, multifactor leadership questionnaire were applied to measure the variables. As hypothesized, organizational citizenship behavior and transformational leadership predicted job performance. Furthermore, among the dimensions of organizational citizenship behavior, work ethics, and conscientiousness have been able to predict job performance. Among the aspects of transformational leadership, inspirational motivation, and organizational influence have been able to predict the dependent variable of job performance. We concluded that organizational citizenship behavior to enhance job performance through improving personal growth, the managers and leaders of organizations should involve the staff members in making decisions, develop positive and intimate relationships, build mutual trust and also inform them of the results of their actions. The study provides information for managers about having successful organizations

کلمات کلیدی:

Job Performance, Transformational Leadership, Organizational Citizenship Behavior

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