

## عنوان مقاله:

The connection between organizational citizenship behavior and job performance of the personnel of Amol city health center

## محل انتشار:

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## خلاصه مقاله:

Introduction: Given the importance of services provided the people, especially in order to enhance the society's health, organizational citizenship behavior is one of the most important factors leading to better job performance among the health employees and finally providing better services to people and increased health while also preventing the diseases. The current research is intended to study the relationship between organizational citizenship behavior (OCB) and job performance of the employees at Amole's health center. Methods: the statistical community of the research includes all official employees at Amol's health center which included 850 individuals. The sample size included 265 individuals which were obtained by Krejsie and Morgan table. The tools for data collection were Podsakof standard questionnaire with 24 questions and a researcher made questionnaire. The questions were developed by 5 point Likert Scale. A correlation method was used and descriptive and inferential statistics were used which were confirmed with 95% confidence. Results: the results showed that there is a significant relationship between conscientiousness and civil virtue with job performance. No significant relationship was seen between job performance and other aspects of OCB. Also, the results showed that the aspects of OCB can predict the job performance. Discussion and conclusion: It seems that OCB is related to employees' job performance at Amol's health center and it is better all of the aspects of OCB Should be taught in order to enable the employees to more effectively perform.

## کلمات کلیدی:

organizational citizenship behavior, job performance, employees

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