

عنوان مقاله:

Impact of Managerial Coaching on Organizational Citizenship Behavior: The Mediation and Moderation Model

محل انتشار:

مجله بین المللی رهبری سازمانی، دوره 7، شماره 1 (سال: 1397)

تعداد صفحات اصل مقاله: 20

نویسندگان:

Basharat Raza - *PhD Scholar, National College of Business Administration & Economics, Lahore*

Muhammad Ali - *Assistant Professor, Lahore Garrison, University, Lahore*

Samiah Ahmed - *PhD Scholar, National College of Business Administration & Economics, Lahore*

Jamil Ahmad - *PhD Scholar, National College of Business Administration & Economics, Lahore*

خلاصه مقاله:

To fill the research gap of scarce literature and effectiveness of managerial coaching, this study attempts to examine the influence of managerial coaching on employee organization citizenship behavior through the mediating effect of thriving at work and moderating effect of perception of organizational politics between managerial coaching and thriving at work. Data was collected from the employees working in the pharmaceutical sector in Lahore, Pakistan. By using structural equation modeling (SEM) analysis technique with 361 workers' sample, results indicate that managerial coaching is positively correlated with thriving at work, OCB-I and OCB-O and thriving at work mediate the relationship of managerial coaching and organizational citizenship behavior. The results also exhibit that the relationship between managerial coaching and thriving at work is moderated by the perception of organizational politics. Furthermore, the practical implications of this study are further discussed.

کلمات کلیدی:

Managerial Coaching, Thriving at Work, Perception of Organizational Politics, Perceived Organizational Support, OCB-I, and OCB-O

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/992316>

