

# Office Housework: Standalone Concept or Organizational Citizenship Behavior?

Macie E. Mussleman and Judith Van Hein, Ph.D  
Middle Tennessee State University

## ABSTRACT

The purpose of the project is to determine if the concept of Office Housework (OH) is included as an Organizational Citizenship Behavior (OCB) or if the two are different and form two separate constructs. This project proposes to use two preexisting OCB measures and a list of OH tasks and have participants rate each item on how well it represents the behavior of an ideal employee. The results will be analyzed via confirmatory factor analysis (CFA). Additionally, this study seeks to determine if men are participating in less OH than women because of lower self-efficacy for tasks of that nature. Participants will be asked the frequency at which they complete OH tasks and how confident that are in their ability to complete them. The results will be analyzed by multivariate analysis of variance (MANOVA). The results of the study will clarify Office Housework's role in contextual performance and if there are discrepancies in contextual performance between men and women.

## INTRODUCTION

There are aspects of job performance that are not required by a person's job description and role, but when completed, benefit the organization (Beauregard, 2012; Adams, 2018). These tasks can include Organizational Citizenship Behaviors (OCB) (Sackett et al., 2006) and Office Housework (OH) (Adams, 2018). Some research has shown that the distribution of these types of tasks is different for men and women (De Pater et al., 2009b). Further, there are differences in how men and women are perceived, evaluated, and rewarded in terms of promotability and career advancement when completing OCB or Office Housework tasks (Heilman & Chen, 2005).

In recent years, there has been growing interest in Office Housework. Adams (2018) proposed the key difference between OCB and OH is OCB tasks will likely lead to better performance evaluations while OH tasks go unnoticed and unrewarded.

However, there is currently no consensus in the research about whether OH is a type of OCB or a standalone concept. Before the continuation of Office Housework studies to determine if men and women complete OH tasks at different rates, the concept must be further defined. Specifically, if OCB includes OH or if the tasks are different and form two separate constructs.

## Organizational Citizenship Behaviors

- Behaviors that support the organizational, social, and psychological environment in which the technical functions must occur, but not the technical functions themselves (Organ, 1997). Otherwise stated, "behavior that contributes indirectly to the organization through the maintenance of the organization's social system" (LePine et al., 2002, p.52).
- There are blurred lines between contextual performance and OCB, but the key difference is that contextual does not require the work to be extra-role nor nonrewarded. The defining quality is that it be "non-task" in that it does not contribute to the work, but the context of the work (Organ, 1997).

## Office Housework

- Adams (2018) defines it as "non-role-specific organizational tasks that a) benefit the organization, b) do not directly benefit the worker in their capacity, and c) are underappreciated and generally go unrecognized" (p.13).
- This interpretation is similar to that of contextual performance and Organizational Citizenship Behavior except that Office Housework is expected to remain overlooked and underappreciated, thus helping the organization, but not the employee.

## RESEARCH QUESTION

- There is support for both classifications of Office Housework. Jang, Allen, Regina, and Radke (2018) conceptualized OH as an OCB due to the high similarity in their definitions as conceptual performance.
- On the other hand, Adams (2018) emphasized that OH is underappreciated which makes OH task completion different from OCB in terms of cause and results.

*Research Question 1: Is Office Housework part of Organizational Citizenship Behaviors or is Office Housework a different concept?*

*Research Question 2: Do men participate in less Office Housework tasks because they have lower self-efficacy for tasks of that nature?*

## METHODS

### Participants

- Approximately 300 participants will be recruited through Amazon Mechanical Turk (MTurk).
- They must be at least 18 years of age or older, a resident of the United States, and currently employed with at least one year of office work experience.

## Materials and Procedure

- The measures will be gathered by means of a Qualtrics self-report survey.
- To address RQ 1, a list of tasks and behaviors identified in Adams (2018) study, the OCB Scale by Podsakoff et al. (1990), and the OCB Checklist by Fox et al. (2012) will be combined into a comprehensive list. Each task will be preceded by the statement "An ideal employee..." and rated on a five-point scale where 1 = "Strongly Disagree" and 5 = "Strongly Agree."
- To address RQ 2, OH tasks and OCB will be rated for frequency of completion on a five-point scale where 1 = "Never" and 5 = "Very Often." Then, participants will rate OH tasks on how confident they are that they can complete them on a five-point scale where 1 = "Cannot do at all" and 5 = "Highly certain can do."

## Results

- To address the first research question, the data from ratings of an ideal employee's behavior will be factor analyzed via confirmatory factor analysis.
- The second research question will be addressed via MANOVA between males and females. Data from the ratings of frequency (1 = "Never" and 5 = "Very Often") and confidence (1 = "Cannot do at all" and 5 = "Highly certain can do") will serve as two dependent variables to determine if there are differences between men and women in contextual performance and confidence.

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