Assessing Organizational Citizenship behaviour Among Physical Education Teachers
In Zanjan-Iran
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Abstract

Nowadays, extra-role behaviours have an important impact on increase of performance and effectiveness in organizations. Given organizational citizenship behaviour advantages, the present study aims to investigate organizational citizenship behaviour among physical education teachers in Zanjan Province. Hence Research questions are as following: 1) How much is the level of altruism among physical education teachers? 2) How much is the level of sportsmanship among physical education teachers? 3) How much the level of civic virtue among physical education teachers? 4) How much is the level of conscientiousness among physical education teachers? 5) How much is the level of courtesy among physical education teachers? 6) How much is the level of organizational citizenship behaviour among physical education teachers? Research method was descriptive-survey type and statistic population consisted of all physical education teachers in 1386-1387 that was 486 persons. 215 people were selected randomly considering the share of each category. In order to assessing organizational citizenship, Podsakoff et al standard questionnaire on organizational citizenship behaviour with reliability of Corronbach alpha of (0/81) were used. In order to descriptive analysis, mean, variance, and standard deviation and to inferential analysis, t-test was used. Research findings show that 1) altruism of physical education teachers is above hypothesized mean (5/26), 2) sportsmanship of physical education teachers is above hypothesized mean(4/58),

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1. Introduction

Nowadays, researchers pay special attention to the impact of functional roles on staff’s participation and increased organizational performance and effectiveness of which one is organizational citizenship behaviour. Batman and Orghan presented Concept of organizational citizenship behaviour to the world of science in early 1980 (3). These actions occur in the workplace and are defined as: "a set of voluntary and discretionary behaviours that are not part of the individual official duties, but still, he performs them along with the duties and roles so as to effectively
improve organizational roles." (2). Organizational citizenship behaviour refers to activities that individuals are not asked to carry out, but the whole organization are abide by them (5). Orghan believes that organizational citizenship behaviour is a voluntary individual one are not designed directly through the formal reward systems in organizations, but still, improves effectiveness and efficiency of the organization. (9)

1-1: Types of citizenship behaviour in organizations:

Graham (1991) believes that the organization has 3 citizenship behaviours: 1. Organizational obedience. 2. Organizational loyalty. 3. Organizational participation (3)

1-2: Dimensions of citizenship behaviour:

Five agencies after the citizenship behaviour of these states: (2)

1. Sense of duty
2. Altruism
3. Citizen virtue
4. Manly
5. Respect and reverence

Sense of duty encompasses the different instances and, in particular, behaviours that members do the duty beyond the minimum level needed to do it (8)

Vigoda-Gadot (2006) makes reference to the average organizational citizenship behaviour (13). Kim (2006) in a study entitled Evaluation of public service motivation and organizational citizenship behaviour in Korea came to the conclusion that the level of altruism was above average among the workers (7). Bvglr and Svmch (2004) concluded that the amount of organizational citizenship behaviours of teachers was moderate (4). Podsakoff et al (1997) concluded in their study that organizational citizenship behaviour improves organizational performance through encouraging effective and efficient organizational practices (11).

Considering the benefits of organizational citizenship behaviour, it is intended to measure the status of organizational citizenship behaviour among physical education teachers in Zanjan province to cover strategies for employees’ tendency toward the underlying behaviour.

2- Methods


Here, Podsakoff et al (1990) organizational citizenship behaviour questionnaire was used based on five patterns of organization (Orghan-1988): type of friendship, work ethics, generosity, dignity, and social etiquettes.

Percentage frequency, mean, variance and standard deviation were used as descriptive statistics and independent T-test was applies as inferential statistics.

3- Findings
Table 1: Degree of organizational citizenship behaviour tendency among teachers of physical education

<table>
<thead>
<tr>
<th>Variable</th>
<th>Standard deviation</th>
<th>Mean</th>
<th>Total</th>
<th>T</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Altruism</td>
<td>907 / 0</td>
<td>26 / 5</td>
<td>215</td>
<td>370</td>
<td>20 / 0</td>
</tr>
<tr>
<td>Magnanimity</td>
<td>10 / 1</td>
<td>58 / 4</td>
<td>215</td>
<td>748</td>
<td>7 / 0</td>
</tr>
<tr>
<td>Social etiquettes</td>
<td>877 / 0</td>
<td>32 / 4</td>
<td>215</td>
<td>274</td>
<td>5 / 0</td>
</tr>
<tr>
<td>Work ethic</td>
<td>946 / 0</td>
<td>53 / 4</td>
<td>215</td>
<td>276</td>
<td>8 / 0</td>
</tr>
<tr>
<td>Ignity</td>
<td>966 / 0</td>
<td>58 / 4</td>
<td>215</td>
<td>753</td>
<td>8 / 0</td>
</tr>
<tr>
<td>Organizational citizenship behaviour</td>
<td>812 / 0</td>
<td>63 / 4</td>
<td>215</td>
<td>339</td>
<td>11 / 0</td>
</tr>
</tbody>
</table>

Table 2: Groups of men and women regarding organizational citizenship behaviour

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>T</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>98</td>
<td>371</td>
</tr>
<tr>
<td>Women</td>
<td>117</td>
<td></td>
</tr>
</tbody>
</table>

4- Conclusion

Results from this study shows an averagely "good" organizational citizenship behaviour are among physical education teachers in Zanjan. The research findings conform to Semech and Bolger(2004), Kim (2006) and Vigodagadot's (2006) (4,7,13). Research results also showed that women enjoyed a higher average organizational citizenship behaviour than men. Similarly, Research results of Orghan and Rayan (1995), Mklynpark Kydr (2001), and Vyvv Vanksyan (2007) have confirmed this (9,6,14). Of course, Podskoff etal(2000) considered gender and its relationship with organizational citizenship behaviour conservatively ,since there was scarcity of studies (12).

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References


