Organizational Citizenship Behaviors among Teaching Staff at Nursing Faculties in Upper Egypt

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Abstract:

An organizational citizenship behavior (OCB) is a term that encompasses anything positive and constructive that employees do, of their own volition, which supports co-workers and benefits the organization. Aim of the study: was to assess organizational citizenship behaviors factors as perceived by nursing faculties' members in Upper Egypt. A descriptive research design was utilized in the present study. The total number of faculty members were (n=233). Organizational citizenship behaviors questionnaire consisted of two parts: 1st part included six questions related to personal data of nursing faculty members include: (name of the university, age, sex, marital status, educational qualifications, and years of experience). 2nd part of the questionnaire included thirty nine items covers five factors of organizational citizenship behaviors: training and development, work-life policies, empowerment practices, organizational commitment, and organizational citizenship behaviors. The possible responses of this part were: 3 for disagree, 2 for uncertain and 1 for agree. Results: denoted that almost all demonstrators and assistant lecturers disagreed on factors of training and development, work-life policies, and empowerment practices while were agreed with organizational commitment, organizational citizenship behaviors factors. There were statistically significant differences for all factors of organizational citizenship behaviors, while almost all members with doctoral degree at nursing faculties in Upper Egypt Universities agreed on all factors of organizational citizenship behaviors except work-life policies with statistically significant differences for all factors. Conclusions: Both married and unmarried were agreed with all organizational citizenship behaviors factors except with training and development & work-life polices factors. And there were statistically significant differences among marital status and organizational citizenship behaviors (P

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