Learning Culture Influence Organizational Citizenship Behavior

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Description

Job Insecurity (JI) is leading to an increase in Unethical, Pro-organizational Behavior (UPB) in the workplace. However, individual differences may affect willingness to engage in UPB in the face of JI. This study introduces a new framework that investigates the moderating effects of moral identity and proactive personality on the JI–UPB link with the intention of revealing which personal factors affect the link. The positive JI–UPB link was weakened by moral identity but strengthened by proactive personality when two samples of Chinese employees were examined (N sample 1=481, N sample 2=368). Also, the positive JI–UPB link was weaker for people who had a high moral identity and a high proactive personality than for people who had a low moral identity and a high proactive personality. The theoretical and practical implications of our findings are significant. In today's world, improving the effectiveness of an organization's management of its operations is a hot topic for businesses in the transportation sector. In a highly competitive environment, entrepreneurs utilize innovative production technologies and marketing tools. The efficiency of business structures in the transportation industry is now significantly impacted by organizational behavior and the possibility of influencing it. A company's ability to forecast, correct, and effectively manage its employees requires an understanding of their behavior, which highlights the significance of constantly improving interpersonal relationships.

Organizational Behavior

Matters of work motivation, the introduction of innovations, one way to increase an organization's efficiency is to improve and develop the organizational behavior of transport industry subjects in the management system, taking into account fundamental marketing principles. This provides the opportunity to evaluate and prioritize the work of a business structure, rationally distribute work functions among employees, and monitor implementation. To make it easier for organizational goals to be achieved, the relationshi Competency models describe the desired behaviors, skills, and characteristics. The alignment of individual behaviors with organizationally expected behaviors is the primary focus of a competency model. It is surprising that organizations' competency models do not include ethical competency because employees' ethical behavior has become a prerequisite for organizations. The present study

identified three primary reasons for the absence of ethics in competency models (*i.e.,* ideation, conceptualization, and implementation challenges) based on two separate studies with HR heads in Indian and Southeast Asian organizations. Additionally, the study makes a framework for encouraging employees to act ethically. p between organizational citizenship behavior, learning culture, job satisfaction, and transformational leadership. It also looks at how job satisfaction and learning culture influence transformational leadership and organizational citizenship behavior. Nurses working in an Indonesian public hospital were surveyed online for this study. 205 of the data that were collected were analyzed using the Partial Least Square (PLS) method. The results showed that organizational citizenship behavior was not significantly affected by transformational leadership. However, this has significant implications for learning culture and job satisfaction.

Organizational citizenship behavior is significantly and positively predicted by both learning culture and job satisfaction. In addition, the perfect mediators between transformational leadership and organizational citizenship behavior are learning culture and job satisfaction. To improve organizational citizenship behavior, this study suggests that leaders maximize a systematic learning program and pay attention to the nurses' job satisfaction rate. Employee motivation to engage in organizational citizenship behavior is directly and indirectly influenced by factors such as job satisfaction and learning culture, according to the findings. The following variables' connections were examined: purpose of the assignment, learning outcome, instructor feedback, self-reflection, and student contentment to that end, students were asked to fill out a survey over the course of three semesters. Using Partial Least Squares Structural Equation Modeling (PLS-SEM), the responses of the students to the questions were analyzed. The structural model is confirmed by the analysis, which also backs up the study's conclusion that all of the hypothesized relationships were statistically significant. The student comments were analyzed using sentiment analysis. The conclusion that journal writing provides students with an opportunity to actively engage in learning is supported by all findings. The findings also suggest that students' experience and satisfaction with this kind of writing project are positively influenced by self-reflection, perceived learning achievement, and instructor involvement. Student participation in the active learning process is fueled by an instructor's clearly stated purpose and expectations.

Citizenship Behavior

The ambiguity surrounding the definition, classification, and application of reciprocity in the field of organizational behaviors is the focus of this study. In the end, it looks at how various constructs of organizational behavior make use of various concepts and characteristics of reciprocity. Through the use of a novel framework, this project contributes to the creation of a precise map of the field of organizational behavior by highlighting unexplored areas that require further investigation. This study expands the literature on Organizational Citizenship Behavior (OCB) by examining the effects of two forms of OCB on employees' positive emotion, perceived role overload, and Quality of Work-Life (QWL). It builds on conservation of resources theory and affective event theory. The findings of the study, which were based on data gathered from 321 hotel workers in China, indicate that engaging in Organizational Citizenship Behavior (OCB) toward the organization produces positive emotions and has an effect on employees' QWL. Similarly, employees experience positive emotions when they exhibit Organizational Citizenship Behavior (OCB) toward other members of the organization. In addition, the findings show that there is a negative correlation between OCBO and employees' perceptions of role overload. This suggests that employees may use OCB to acquire resources and alleviate role overload. The results of the study have significant practical and theoretical implications for hospitality organizations. The primary goal of this study is to find out how resilient organizational behavior is made possible by strategic human resource management practices. The goal of this study is to see if individual resilient behavior can act as a mediator between resilient organizational behavior and strategic human resources management practices.

A self-administered questionnaire was used to collect information from 780 managerial employees working in small and medium Chinese businesses in Hubei Province. For the purpose of data analysis, the Smart partial least square structural equation modeling method was utilized. SHRM practices, employee resilient behavior, and resilient organizational behavior were all found to have a significant positive relationship, according to the analysis. Additionally, the findings indicate that the connection between SHRM practices and resilient organizational behavior is partially mediated by employee resilient behavior. When an organization is going through a crisis, restructuring, transformation, turbulent, or unfavorable situation, individual resilient behavior is required. An organization cannot be resilient without individual resilient behavior. In order to build an employee's resilience, strategic human resource management practices are necessary. By combining novel ideas, this study added to the existing body of knowledge. Testing the connection between strategic human resource management practices and resilient organizational behavior was the main contribution. Green culture and corporate social responsibility are well-known for their significant contributions to the growth of organizations and society. However, it is rarely known whether these kinds of corporate activities motivate employees to behave in a socially and environmentally responsible manner outside of their workplaces. The current study, which adheres to the Operant Conditioning theory, examines the connection between CSR and OGC and their roles in employees' responsible behavior toward society and the environment at the individual level outside of their organization. Structural equation modeling was used to analyze data from private and public manufacturing and service companies. The results showed that OGC significantly inspires employees to act in an environmentally and socially responsible way outside of their companies. However, employees' responsible behavior toward society and the environment is found to have a negligible relationship with organizational CSR activities, suggesting that employees only exhibit this behavior within the organizations. Additionally, businesses with a green culture actively participate in CSR initiatives. This is one of the first studies to focus on encouraging workers to be socially and environmentally conscious, which could lay the groundwork for transforming society into a sustainable civilization.