The Relationship between Organizational Culture and Organizational Citizenship Behavior among Staff of Torbat Heydariyeh University of Medical Sciences in 2015

Malihe pashib¹, Mahmood yaqubi², Iman seyed moharrami³*, Maryam tatari⁴, Somaye mohammadi³

¹. MSc of Clinical Psychology, Torbat Heydariyeh University of Medical Sciences, Torbat Heydariyeh, Iran.
². MSc of Entrepreneurship, Torbat Heydariyeh University of Medical Sciences, Torbat Heydariyeh, Iran.
³. MSc of Consultation, Torbat Heydariyeh University of Medical Sciences, Torbat Heydariyeh, Iran.
⁴. MSc of Biostatistics, Torbat Heydariyeh University of Medical Sciences, Torbat Heydariyeh, Iran.

*Corresponding Address: Torbat Heydariyeh University of Medical Sciences, razi st., north ferdosi av., Torbat Heydariyeh, Khorasan Razavi, Iran.
Email: Iman_moharrami@yahoo.com

Abstract

Background & Aim: Two less studied concepts of citizenship behavior and organizational culture are among the important concepts that affect organizational performance. The aim of this study is to determine the relationship between organizational culture and organizational citizenship behavior among staff of Torbat Heydariyeh University of medical sciences in 2015.

Methods: This is a descriptive/analytical study which conducted on 437 staff of Torbat Heydariyeh University of medical sciences. Sample size (205 people) was calculated on the basis of studied population using Morgan table. Study Tools were organizational culture standard questionnaire, organizational citizenship behavior and demographic information. Data analysis was performed using descriptive and inferential statistics.

Results: In this study, the mean and standard deviation of participants' age were 31.2±10.8. In addition, the mean and standard deviation of organizational behavior and organizational culture among participants were 451.4 ± 3.60 and 162.3 ± 42.92, respectively. There is a significant relationship between organizational culture and organizational citizenship behavior (r=0.22, p<0.05) and organizational culture predicted 0.53 of organizational citizenship behavior in staff of medical sciences university.

Conclusion: There is a weak relationship between organizational culture and organizational citizenship behavior in studied population. It is recommended to promote organizational culture to increase organizational citizenship behaviors in university staff.

Keywords: Organization, Culture, Organizational Culture, OCB.