

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

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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.