

The Relationship between Organizational Citizenship Behavior and Entrepreneurial Attitude among Staff of Medical Sciences

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Abstract

Background and aim: Entrepreneurial attitudes and organizational citizenship behavior are two concepts that have attracted the attention of researchers of different scientific disciplines. The aim of this study was to determine the relationship between entrepreneurial attitudes 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 staff of Torbat Heydariyeh University of medical sciences. Sample size (205 people) was calculated using Morgan table based on the studied population size. Study tools were entrepreneurial attitude questionnaire, organizational citizenship behavior and demographic information. Data analysis was performed using SPSS software version 21 and descriptive and inferential statistics.

Results: The mean and standard deviation of participants' age were 31.2 ± 10.8 . In addition, the mean and standard deviation scores of organizational citizenship behavior and entrepreneurial attitude among participants were 451.4 ± 3.60 and 459.4 ± 52.7 , respectively. There is a significant relationship between entrepreneurial attitude and organizational citizenship behavior ($r=0.50$, $p=0/000$). Also, entrepreneurial attitude predicted 0.25 of organizational citizenship behavior among university staff.

Conclusion: Based on the results, there was a relatively suitable relationship between entrepreneurial attitude and organizational citizenship behavior in studied subjects. It is recommended to promote entrepreneurial attitude to increase organizational citizenship behaviors among university staff.

Keywords: Organization; Organizational Citizenship Behavior; Entrepreneurial Attitude; Staff; Medical Sciences.