

OCB OF EMPLOYEES IN PUBLIC SECTOR ENTERPRISES WITH REFERENCE TO SALEM STEEL PLANT

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ABSTRACT

Work Place behaviours have been in research for so long years and for past four decades in addition to that the Organisational Citizenship Behaviour also considered a massive one and it is the conversion of organisational effectiveness. It is considered by both the sides, organisational policies and norms play a significant role of an individual's behaviour. The employees in public sector might have the difference with private sector employees. This thought enhances this study to be conducted in Salem Steel Plant. The objective of this descriptive study proceeded with the identification of level of Organisational Citizenship Behaviour, the relationship between the level of Organisational Citizenship Behaviour and the democratic variables and the factors affecting the OCB of the employees. The questionnaire made with four main variables, Altruism, Courtesy, Conscientiousness, Civic virtue and sportsmanship. Four hundred employees were taken for the study through convenient sampling. The findings identified that employees are very often or almost very often according to their situation they are utilizing these variables. Only few democratic variables are positively related to the OCB.

KEYWORDS: Organisational Citizenship Behaviour (OCB), Altruism, Courtesy, Conscientiousness, Civic Virtue and Sportsmanship