RELATIONSHIP OF PASSION FOR WORK AND OCB WITH MODERATING ROLE OF FAMILY RESPONSIBILITIES

**Submitted by:**

Nimra Azhar

**Student ID:**

F2017205014

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SHRM

Organizational Citizenship Behavior (OCB) being one of the extra-role behaviors has been widely studied by the researchers from past two-three decades. OCB are the behaviors not formally rewarded or recognized officially by the organizations. Hence, organizations are focusing a lot on increasing these behaviors among employees as they are useful in increasing overall organizational performance (Mushtaq, Ahmed, & Warraich, 2014).

Different researchers have identified and explained different antecedents and factors of OCB. Some researchers have identified two significant factors, others have explored three factors whereas Organ (1988) mentioned five factors of OCB which are termed as Organ Five factor model of OCB namely Altruism, Civic Virtue, Courtesy, Conscientiousness and Sportsmanship (Mushtaq & Umar, 2015).

OCB is defined by Organ 1988 as; "Individual behavior that is discretionary, not directly or explicitly recognized by the formal reward system and that in the aggregate promotes the effective functioning of the organization. By discretionary, we mean that the behavior is not an enforceable requirement of the role or the job description, that is, the clearer specifiable terms of the person’s employment contract with the organization; the behavior is rather a matter of personal choice, such that its omission is not generally understood as punishable" which is referred by (Mushtaq, Ahmed, & Warraich, 2014) and (Mushtaq & Umar, 2015) respectively.

Organizational Citizenship Behavior is a job-related behavior not compulsory on the part of individual and formal reward systems respectively however it plays vital role in organizational effectiveness (Bateman and Organ, 1983; Smith, Organ, and Near, 1983; Organ, 1988). Keeping in view its significant importance various researchers started exploring this phenomenon in the organizational context in the late eighties (Mushtaq & Umar, 2015).

Different researchers have mentioned and explored antecedents of Organizational Citizenship Behavior termed as facets or factors of OCB by different researchers. Podsakoff et al., (1997) mentioned only three factors, Kim (2006) referred two factors, Al-Zu‟bi (2011) also stated three factors. Whereas, the pioneer of defining OCB, Organ (1988), stated five factors of OCB namely Altruism, Sportsmanship, Courtesy, Conscientiousness, and Civic Virtue referred in the studies conducted by (Mushtaq & Umar, 2015; Mushtaq, Ahmed, & Warraich, 2014) as well as by Zhang (2014) and Wang et al. (2013).

The stronger tendency to perform work or job for which one is passionate enough is called passion. (Kahn, 1990). Passion is derived from theory of self-determination. There are different types of passion i.e. harmonious passion and obsessive passion (Qadeer et. al., (2016). Astakhova (2015) found that work passion and OCB are associated. Qadeer et al., (2016) found support for relationship of passion and OCB.

Based on the literature, the research question arises whether family responsibilities moderate the relationship between passion for work and organizational citizenship behavior at work. Thus, this study focuses on studying the relationship among passion, OCB and family responsibilities.

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