

Occupational Stress, Perceived Fairness, and Organizational Citizenship Behavior among Bank Workers in Nigeria

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Abstract : This study examined occupational stress, perceived fairness and organizational citizenship behavior among bank workers. The participants were 198 (118) males and (80) female's bank employees from selected banks within Makurdi metropolis and questionnaire were used for data collection. Three hypotheses were tested and it was found that employees with high perception of occupational stress differ significantly from their counterparts at perceived fairness also influenced organizational citizenship behavior. On the other hand, there is no interaction effect of occupational stress and perceived fairness on organizational citizenship behavior. The implication of findings, limitations, recommendations and conclusions were discussed.

Keywords : occupational stress, perceived fairness, organizational citizenship, behavior

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