

The Interaction of Job Involvement and Organizational Citizenship Behavior on Well-Being

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Abstract : This study integrated the need fulfillment theory and affective event theory to investigate the effects of the interaction of job involvement and organizational citizenship behavior (OCB) on well-being. Data from 196 paired samples of employees and their supervisors in one supplementary school in Taiwan were analyzed. This study found that while neither job involvement nor OCB directly affects well-being, the interaction of job involvement and OCB can predict well-being. The findings of this study suggest that management can assist employees in improving their well-being by balancing job involvement and OCB.

Keywords : job involvement, organizational citizenship behavior, well-being, need fulfillment

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