

## **Corporate Social Responsibility Participation on Organizational Citizenship Behavior in Different Job Characteristic Profiles**

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**Abstract :** We made an effort to resolve a research question, which is about the relationship between employees' corporate social responsibility (CSR) participation and their organizational citizenship behavior (OCB), and an effect of profiles of job characteristics. To test the question, we divided sample into two groups that have the profiles of each job characteristic. One group had high level on the five dimensions of job characteristic (D group), whereas another group had low level on the dimensions (R group). As a result, regression analyses showed that the relationship between CSR participation and OCB is positive in the D group, but the relationship is not significant in the R group. The results raise a question to the argument of recent studies showing that there is positive relationship between the CSR and the OCB. Implications and limitations are demonstrated in the conclusion.

**Keywords :** CSR, OCB, job characteristics, cluster analysis

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