INFLUENCE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND ORGANIZATIONAL JUSTICE ON COUNTERPRODUCTIVE WORK BEHAVIOR

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ABSTRACT

This study examined how the Organization citizenship behavior and Organizational justice influence the counterproductive work behaviors of employees. The study was conducted among employees of three different organizations with in Kerala. These three organizations are more or less in equal on their hierarchies and culture. The total number of employees participated in this study were 150 (50 each from three organizations). The variables under investigation were Organization citizenship behavior, Organizational justice, and Counterproductive work behavior and these were measured through self-report instruments. Three instruments were used for the measurement; viz., 1) Organizational Citizenship Behavior Checklist, 2) Organizational Justice Questionnaire, and 3) Counterproductive work behavior Indicator. Results revealed that the Organization citizenship behavior and Organizational justice have main and interaction effect on the variable counterproductive work behavior. This implies that when there is high Organization citizenship behavior and Organizational justice within the organization the counterproductive work behaviors will be its minimum.

KEY WORDS: Counterproductive work behavior, Organization citizenship behavior, Organizational justice,