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The Relationship between Organizational Citizenship Behavior and Burnout

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Abstract

The study was intended to investigate the relationship between organizational citizenship behavior and job burnout, among the faculty members of Kurukshetra University. The sample was selected using purposive and convenience sampling. The instruments for data collection included Organizational Citizenship Behavior Questionnaire and Maslach Burnout Inventory. The data were analyzed by calculating correlation coefficients. The results showed significant positive relationships between conscientiousness, courtesy, helping co-workers and civic virtue, dimensions of organizational citizenship behaviour and personal accomplishment, a dimension of burnout. However, significant negative relationships were observed between courtesy and emotional exhaustion and between sportsmanship and depersonalization.

Key words: Organizational Citizenship Behavior, Job Burnout, Faculty Member