

Construct Validity of OCB Scale using Confirmatory Factor Analysis: An Empirical Analysis of Primary and High Schools

Harinder Singh Gill* and Deepika Gupta**

Abstract

The main thrust of this paper was to analyze the validity of organisation citizenship behaviour scale. There were two main objectives, first was to examine the construct validity of the Organizational Citizenship Behavior Scale using confirmatory factor analysis (CFA) and second was to assess the reliability of the scale. Organizational citizenship behavior was measured using five dimensions and they were altruism, conscientiousness, courtesy, civic virtue and sportsmanship. The comparative study was conducted on public school teachers of primary and high schools of Punjab. Organizational citizenship behavior (OCB) was assessed by measuring how frequently employees display extra- role and discretionary behavior. In order to assessing organizational citizenship, Podsakoff et al standard questionnaire on organizational citizenship behaviour with reliability of Cronbach alpha of (0.89) was used. The results of this study revealed that the most important factor that influences teacher's behavior in public schools was sportsmanship and least important was civic virtue. Pearson Correlation Statistic between the extracted factors was found to be positive but not very high.

Keywords: organizational citizenship behavior (OCB), confirmatory factor analysis (CFA), validity, reliability.

* Professor, Department of Management Studies, Amritsar College of Engineering and Technology, Amritsar, Punjab

** Research Scholar, Punjab Technical University, Punjab.