

**Personality and Job Involvement as Antecedents of Organizational Citizenship Behavior
among MNC Executives
Deepika Sharma* and O.P.Sharma****

Abstract

For the survival and prosperity of any organization, there is a need of employees who behave as good citizens and engage themselves in all sorts of positive behaviors. Considering the importance and value of good citizenship for the organizations, it has become important to understand the nature and sources of OCB (Organ, 1988). So, the present study examines the relationships of personality and job involvement with OCB in MNC Executives. For this purpose, a sample comprising of 300 MNC Executives (150 males and 150 females) 30 years or more of age was selected. All participants were administered Organizational Citizenship Behavior Scale, NEO-Personality Inventory-R and Job Involvement Scale. Data were analyzed with the help of Pearson's product moment correlation. Results showed that there was a positive and significant association of extraversion, openness, agreeableness and conscientiousness on OCB in males and females executives whereas neuroticism was found to be negatively significantly with OCB. Openness in males and conscientiousness in females emerged as strongly correlated with OCB. Job involvement and OCB were significantly and positively associated.

Keywords: Personality, Job Involvement, Organizational Citizenship Behavior