



Available online at www.sciencedirect.com

www.cya.unam.mx/index.php/cya

Contaduría y Administración 61 (2016) 422–440

www.contaduriayadministracionunam.mx/



The influence of passion and empowerment on organizational citizenship behavior of teachers mediated by organizational commitment

Influencia de la pasión y el empoderamiento en la conducta cívica organizacional de los maestros mediados por el compromiso organizacional

Uree Cheasakul*, Parvathy Varma

Assumption University of Thailand, Thailand

Received 30 April 2015; accepted 8 December 2015

Available online 9 May 2016

Abstract

The present research aims to study the direct and indirect influence of passion and empowerment on organizational citizenship behavior of teachers in a private university in Thailand mediated by organizational commitment. The sample comprises 124 teachers teaching in the university and the Organizational Citizenship Behavior Scale, adapted by Podsakoff and Mackenzie (1990), Passion Scale, developed by Vallerand, Carbonneau, Fernet and Guay (2008), School Participant Empowerment Scale (SPES) developed by Short and Rinehart (1992) and Organizational Commitment Scale which was modified from the original scale of Meyer and Allen (1991) by Meyer, Allen, and Smith (1993) were employed. The path model with the dependent variable organizational citizenship behavior and the independent variables passion, and empowerment and the mediating variable organizational commitment was tested using regression analysis. There are relationships between passion for teaching, teacher empowerment, and organizational commitment on the organizational citizenship behavior of teachers. The teachers have high level of organizational citizenship

* Corresponding author.

E-mail address: ureechs@au.edu (U. Cheasakul).

Peer Review under the responsibility of Universidad Nacional Autónoma de México.

<http://dx.doi.org/10.1016/j.cya.2016.04.003>

0186-1042/All Rights Reserved © 2016 Universidad Nacional Autónoma de México, Facultad de Contaduría y Administración. This is an open access item distributed under the Creative Commons CC License BY-NC-ND 4.0.

behavior, suggesting that they exhibit behaviors of discretionary nature that are not part of their formal role requirements, but which promote the effective functioning of the university.

All Rights Reserved © 2016 Universidad Nacional Autónoma de México, Facultad de Contaduría y Administración. This is an open access item distributed under the Creative Commons CC License BY-NC-ND 4.0.

JEL classification: M14

Keywords: Organizational citizenship behavior; Teacher empowerment; Passion for teaching; Organizational commitment

Resumen

La presente investigación se propone estudiar la influencia directa e indirecta de la pasión y el empoderamiento en el comportamiento de ciudadanía organizativa de los maestros en una universidad privada de Tailandia mediados por el compromiso organizacional. La muestra comprende a 124 maestros que enseñan en la universidad y se emplearon la Escala de Comportamiento de Ciudadanía Organizativa (Organizational Citizenship Behavior Scale) adaptada por Podsakoff y Mackenzie (1990), la Escala de Pasión (o entusiasmo) (Passion Scale) desarrollada por Vallerand, Carbonneau, Fernet y Guay (2008), la Escala de Empoderamiento de Participantes Escolares (School Participant Empowerment Scale-SPES) desarrollada por Short y Rinehart (1992) y la Escala de Compromiso Organizacional (Organizational Commitment Scale) que fue modificada de la escala original de Allen y Meyer (1991) por Meyer, Allen y Smith (1993). El modelo de trayectoria con la variable dependiente de comportamiento de ciudadanía organizativa y las variables independientes de pasión (entusiasmo) y empoderamiento y la variable de mediación de compromiso organizacional se puso a prueba con el uso del análisis de regresión. Hay relaciones entre la pasión por la enseñanza, empoderamiento del maestro y compromiso organizacional en el comportamiento de ciudadanía organizativa de los maestros. Los maestros tienen un alto nivel de comportamiento de ciudadanía organizativa, sugiriendo que muestran conductas de naturaleza discrecional que no son parte de los requisitos formales de su función, pero que promueven el funcionamiento efectivo de la universidad.

Derechos Reservados © 2016 Universidad Nacional Autónoma de México, Facultad de Contaduría y Administración. Este es un artículo de acceso abierto distribuido bajo los términos de la Licencia Creative Commons CC BY-NC-ND 4.0.

Códigos JEL: M14

Palabras clave: Comportamiento de ciudadanía organizativa; Empoderamiento del Maestro; Pasión por la Enseñanza; Compromiso Organizacional

Modernization has changed the infrastructure of universities. There has been adequate emphasis given in technological advancements to create a learning environment for the present generation students. Teachers play a very significant role in the life of the students and the status of the university. The role goes beyond inspiring the students in academics, to make a field for the students to nurture their creativity. As stated by [Garg and Rastogi \(2006\)](#), the success of organizations largely depends on the commitment and effort put by their employees. It is fortunate for an organization when employees commit to an organization by devoting their free time and energy for the growth and prosperity of the organization ([DiPaola & Hoy, 2005](#)). Therefore, university lecturers play an important role in the educational system and their proficiency, novelty, and development can lead the organization to success.

In 1983 [Smith, Organ, and Near](#) introduced the concept of ‘*organizational citizenship behavior*’ and they defined it as “discretionary behavior that goes beyond one’s official job and is intended to help other people in the organization or to show conscientiousness and support toward the organization” (p. 775). It was stated that organizational citizenship behavior can enhance the efficiency of organizations. Many empirical studies of organizational citizenship behavior were proven to

Download English Version:

<https://daneshyari.com/en/article/1004470>

Download Persian Version:

<https://daneshyari.com/article/1004470>

[Daneshyari.com](https://daneshyari.com)