عنوان فارسی مقاله:

رفتار شهرندی سازمانی، رضایت شغلی و ویژگی های شخصیتی کارمندان

عنوان انگلیسی مقاله:

Organizational citizenship behaviour, work satisfaction and employees' personality

توجه!

این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک نمایید.
4. Conclusions and Discussion

Summarizing the obtained results, we mention the significant association of OCB to self-efficacy, in line with the results obtained by Beauregard (2012). A medium association between OCB and internality was found too, in accordance with Turmpseed & Bacon (2009), using the same scales. Though conducted on differently socialised populations from an organisational point of view, both studies lead to the conclusion that the higher the educational level, the lower the exhibition of OCB. A plausible explanation seems to be the one given by Bergeron et al. (2013); for career evolution, the time spent on task performance is more important than the time spent on OCB, reason for which the higher-education degree holders focus more on task performance, as they have better chances of getting promoted.