

The Impact of Job Satisfaction and Organization Commitment on Organizational Citizenship Behavior of Public School Teachers in Anuradhapura District

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Organization Citizenship Behavior (OCB) is one of the critical factors that decide the organization success and it is shaped by many factors. Among them job satisfaction and organization commitment play major role in deciding OCB. In the educational sector, many problems because of weak organizational citizenship behavior among teachers. Therefore, this study aims to examine the impact of job satisfaction and organization commitment on organizational citizenship behavior among public school teachers. This research is a basic research and a quantitative study. The Advance Level Science stream teachers of public schools in Anuradhapura educational zone was the population of this study. A sample of 100 teachers was selected through proportionate stratified sampling technique using a questionnaire. Univariate, bivariate and multivariate methods of data analysis were used in the data analysis such as central tendency, measures of dispersion, Multiple Linear Regression, Correlation Coefficient. The results revealed that there was a moderate positive relationship between job satisfaction and organizational citizenship behavior and a weak positive relationship between organization commitment and organizational citizenship behavior. These findings lead to important managerial and policy implications.

Keywords: Job satisfaction, organizational citizenship behavior, organizational commitment, teachers