

The Relationship between Affective Commitment (Ac) and Organizational Citizenship Behavior (Ocb): A Study on Public and Private Enterprises in Dinar District

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Meyer and Allen (1991) suggested a model of organizational commitment with three dimensions: Affective commitment, continuance commitment and normative commitment. The first one is related to willing to stay in organizations. The employee wants to stay in his or her organization because he or she loves his or her organization. Even if other organizations give better job offers, they keep working in their organizations. So, this type of organizational commitment is very important for organizations. Especially to retain well-educated and hard-working human resources in organizations, organizations must have employees that committed to their organizations by affective.

Organizational citizenship behavior (OCB) can be defined as “the individual behaviors not defined directly or clearly in formal reward system but contribute to the organizational effectiveness”. Organ (1990) suggested a model of organizational citizenship behavior with five dimensions: Conscientiousness, altruism, civic virtue, sportsmanship, and courtesy.

The objective of this paper is to determine the relationship between affective commitment (AC) and organizational citizenship behavior (OCB). The importance of the study is great for especially enterprises operating in crisis. Employees committed to their organizations by affective and acting OCB will probably keep working in the same organization even if there is economic crisis.

The area of the study is public and private enterprises in Dinar district of Afyonkarahisar. The samples will be selected from the population by the method of decisional sampling.

To determine the relationship between affective commitment and organizational citizenship behavior, the analysis of regression and correlation will be performed. The data will be entered into the Statistics Program of Social Sciences and processed. Finally, the findings, conclusions and recommendations will be presented.