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The Relationship between Organizational Commitment and Organizational

Citizenship Behavior (Case study: Employees of Zamyad Automobile

Manufacturers Company)

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Abstract:

This study examined the relationship between organizational commitment and organizational citizenship behavior of all employees in the Zamyad automobile manufacturers company in Tehran in 2012-2013. Based on the theoretical foundations of research and conceptual model of Allen and Meyer components of "normative commitment ", "affective commitment", "continuous commitment" as the main factors affecting the increase in organizational citizenship behavior by four hypotheses has analyzed. The research in terms of purpose applied and in terms of method was descriptive-survey. The study population included all managers and employees of Zamyad automobile manufacturers company, which were 1200 peoples. Of the total sample, 291 subjects using simple random sampling method selected. In order to collect data, standard questionnaire of organizational citizenship behavior and organizational commitment of Allen & Meyer used. Validity and reliability of questionnaire review and reform and to use it in the sample group, and then measured by Cronbach's alpha, evaluated and approved. Alpha for total variables was 0.72. The interpretation of the test results indicates that there is a significant relationship between organizational commitment and organizational citizenship behavior, and there is a significant relationship between normative commitment, affective commitment and continuous commitment and organizational citizenship behavior.

Keywords: organizational commitment, organizational citizenship behavior, normative commitment, affective commitment, continuous commitment