

**Study of organizational citizenship behavior of
secondary school teachers of
District Nankana**



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ABSTRACT

This research study was descriptive survey type conducted with the aim to know the organizational citizenship behavior of secondary school teachers at the district of Nankana, Punjab. The study was aimed at measuring the behaviors as well as reporting the differences with reference to their demographic variables. The organizational citizenship behavior was measured in terms of the factors like altruism, conscientiousness, courtesy, civil virtue and sportsmanship. The data were taken by using a bilingual questionnaire on a Liker type scale from a sample selected randomly. The closed ended questionnaire was validated with expert opinion and then administered on the teachers of district Nankana. The sample drawn was 100 male teachers and 100 female teachers of district Nankana. Data entered in the SPSS version 22.0 was analyzed using descriptive as well as inferential statistics. The means, standard deviations, percentages, t-tests, and one-way ANOVA were also applied in the analysis. Demographic analysis revealed the statistical picture of the data of the sample. Item wise analysis represented the true inferences of the data. The results of this study revealed no significant mean differences in male and female organizational citizenship behaviors. The findings of this study have practical implications for the school administrations as they can focus on trainings and workshops highlighting the importance of organizational citizenship behaviors in school settings. This research has also opened gateways for further research.

DEDICATION

I dedicate this piece of research work to my family especially my beloved wife and loving children who gave me time and support and motivated me through the course of this activity. Without their affection and acceptance this research work would not have completed in time.

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I am thankful to ALLAH (SWT) and the last prophet Muhammad (PBUH) for the blessings they have bestowed upon me. It is because of the resources they have given me that I am able to complete this task.

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S. A

TABLE OF CONTENT

CH #	CONTENT	PAGE NO.
1	INTRODUCTION	01
	Rationale of the study	06
	Significance of the study	06
	Objectives of the study	07
	Research questions of the study	07
2	REVIEW OF THE RELATED LITERATURE	09
3	METHODOLOGY	16
	Population of the study	17
	Sample of the study	19
	Instrumentation	20
	Data collection	21
	Data analysis	21
4	DATA ANALYSIS AND INTERPRETATION	23
5	SUMMARY, FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS	40
	SUMMARY	40
	FINDINGS	42
	CONCLUSIONS	45
	RECOMMENDATIONS	47

REFERENCES	48
APPENDICES	62

CHAPTER I

INTRODUCTION

Research in the field of educational administration is increasing day by day and the trend of applying business and industrial concepts in the field of education are also increased. Teachers are considered as the most significant factor that can add positively in the wellbeing and reputation of any institution. This is the reason the studies that take teachers as subjects are seen more and more in the field of education. Concepts like organizational citizenship behavior, employees satisfaction levels and commitments with the organizations are the variables that are taken as an important aspect of the research.