A STUDY OF PEACE CONSIDERING ORGANISATION CITIZENSHIP BEHAVIOUR IN EMPLOYEES IN MUMBAI.

Shah Bharti Rahul[1], Dr. (Mrs.) Richa Jain[2]

[1]*Research Scholar, Pacific University, Udaipur, Rajasthan, India.*

[2]*Ph. D. Guide, Pacific University, Udaipur, Rajasthan, India.*

ABSTRACT

Organisational behaviour is necessary for expansion of the organisation. The growth of the organisation depends on several factors. One of the factors is Organisational Citizenship Behaviour of employees in the organisation. The employees should work in the team. The better team work requires that employees work together in unity. The less of disputes and more of healthy professional relationship among the team members can lead to growth of the company. One of the aspects is peace. This paper deals with peace as one of the part in study of organisation citizenship behaviour. Peace is one of the outcomes of values but is also a part in study of organisation citizenship behaviour. The literature review is all about Organisation citizenship behaviour. The various authors have been studied covering the aspects of Organisational Citizenship Behaviour in relationship of team members. The hypothesis was descriptive. The relationship of peace and organisational citizenship behaviour are studied. The research methodology designed was simple descriptive one. Various aspects of the peace and Organisational Citizenship behaviour were studied in detail. The data is collected from both primary and secondary sources. The data is analysed in simple percentage method. The feedbacks are converted in to percentage. The responses from the employees were analysed considering their agreeing and disagreeing. The data shows aspects of peace among employees. The conclusion of paper is peace among employees can make difference in organisational citizenship behaviour of employees. Due to peace the employees also perform better on their job. The adjustment and other related factors were important part of Organisational Citizenship Behaviour. The peaceful environment is essential for organisation.

Keyword: - *Organisational Citizenship Behavior, Peace, Employees*

1. Introduction

Organizational Citizenship Behavior is voluntary behavior of employee. Employee goes beyond her formal job work to certain extent for the organization. The organizations are changing hence we require the employees who contribute effectively on the job peacefully. Through peace the employees can contribute better in their job. There are several aspects related to peace in Organizational Citizenship Behaviour.

2. Literature Review

(Turnrt, 1987) Turnrt was the first one in 1987 to state that self-categorization theory and research, individuals tend to use salient characteristics to define themselves and others as members of social categories.

(Northcraft, 1995) In 1995 Northcraft and others found that high levels of O.C.B. are generally valuable in multidisciplinary teams. Due to the complex and dynamic nature of the tasks and the specialized knowledge and expertise of team members working in such team environment make it difficult to specify and control individual

behavior. So if the team members can go beyond their personal idiosyncrasies, it might lead to effective team functioning. But the proactive cooperation and initiative, that are characteristic of O.C.B., maybe it is difficult to realize among team members with different social, educational and functional backgrounds. Exceptionally the dissimilar members may hold biases and stereotypes about one another, which may pose problems related to low team identification and O.C.B.

(Podsakoff, 2000) Podsakoff and others in 2000 found that the effectiveness of work teams and their effective functioning, it is important that employees go above and beyond the call of duty to support fellow workers and contribute to the collective success of work teams.

3. Hypothesis

1) The peace is essential within the employees.
2) Peace among the employees is related to Organisational Citizenship Behaviour.

4. Research Design

4.1. Sampling:

The 20 respondents were considered for study.

4.2. Data Collection:

The data was collected from Primary and Secondary data.

4.2. a. Primary data: Questionnaire method was used to collect primary data.

4.2. b. Secondary data: The data was collected from internet for secondary sources.

4.3. Research design:

The study was descriptive one. The various aspects were discussed in the research related to Peace and Organisational Citizenship Behaviour.

5. Findings

1)70% Agreed and 30% Disagreed that peace apart from within is also necessary while dealing with others in organisation.

2)95% Agreed and 05% Disagreed that peace has relation with Organisational Citizenship behaviour.

3)65% Agreed and 35% Disagreed that they may go extra mile in their office work to promote peace.

4)85% Agreed and 15% Disagreed that peace enhances Organisational Citizenship behaviour.

5)35% opted for adjustment, 35% opted for the individual itself, 15% opted for the results of the task and 15% opted for the other factors as important while considering the peace in the organisation.

6)70% opted for the Peace within and outside both, 20% opted for peace within and 10% opted for the peace with outsider for the performance.

7)100% of them have agreed that due to peace on the job their performance has increased.

6. Conclusion

1) The peace is essential within the employees.

2) Peace among the employees is related to Organisational Citizenship Behaviour.

7. References

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