The Moderating Effects Of Organizational Culture On The | 2283e13b0c61a89c7d3a87e1b999aaab

Unethical Pro-Organizational Behavior and Organizational Identification
Perceived Organizational Support
Predicting Organizational Citizenship Behavior
Strategies for Managing IS/IT Personnel
Examining the Moderating Effects of Organizational Change Cynicism and Fear of Change to the Relationship Between Job Enrichment and Organizational Commitment
Organizational Citizenship Behavior and Role Stress

Organizational citizenship behavior (OCB), or the contextual component of an individual’s performance on the job, has been the subject of numerous research studies over the last several decades. One area of expanding research involves the influence of gender role stereotypes on the performance of OCB. Another area of research has demonstrated that some behaviors that were previously assumed to be extra-role are actually considered to be in-role by some people. The purpose of this study was to further explore these more recent extensions of the OCB literature. Specifically, this study examined organizational factors that may moderate the relationship between gender and OCB role definitions. This thesis proposed that women are more likely to consider communal OCB (e.g., helping) as in-role and men are more likely to consider agentic OCB (e.g., voice) as in-role. Additionally, this study examined a variety of organizational factors that can mitigate the effects of gender on the OCB role definitions of men and women for both helping and voice. The sample consisted of 293 participants from Amazon’s Mechanical Turk service, who were employed at least part-time, at least 21 years old, and living in the United States. Data were collected via an online survey. Regression analyses were used to test the relationship between gender and OCB role definitions as well as the proposed moderation hypotheses. There were no significant findings regarding the hypothesized relationships; however, a number of main effects on role definitions were found. Specifically, the percentage of female coworkers in a person’s immediate work group, group cohesiveness, and organizational collectivism were associated with role definitions for helping, and perceptions of a participatory climate, a climate for psychological safety, and a climate for inclusion were related to role definitions for voice. Exploratory analyses revealed significant main effects of several other variables on role definitions for helping and voice, as well as significant interactions. This thesis contributes to the literature by increasing knowledge about the effects of organizational factors on OCB role definitions across male and female employees and environmental modifications that can maximize the spontaneous performance of OCB by both genders in the workplace.

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Moderating Effects of Organizational Climate and Followers' Psychology Between Authentic Leadership and Followers' Attitudes

Study of Moderating Effects of Pay Satisfaction on Organizational and Professional Commitment

The Impact of Intra Firm Pay Inequality on Organizational Performance

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Work Attitudes and Organizational Citizenship Behavior

This study expands the focus of the organizational justice literature on studying the relationships between employees' perceptions of justice and employees' behavior by examining conditions under which these reactions may not occur. That requires expanding the research view to include factors related to the employees that would encourage or discourage a reaction. Such factors are referred to in the literature as individual differences. The purpose of this study was to identify the impact of individual differences, in particular, testing the interaction effects of exchange ideology and continuance commitment in moderating the relationships between organizational justice and employee performance. A sample of 419 private-sector employees was surveyed to test the relationships between the study's variables. The results indicated that exchange ideology was a significant moderator of the relationship between organizational justice and organizational citizenship behavior. It was also a significant moderator of the relationship between organizational justice and workplace deviant behavior. Contrary to prediction, neither exchange ideology nor continuance commitment moderated any of the relationships between employees' performance and organizational justice. Implications are discussed. Keywords: organizational justice, exchange ideology, continuance commitment

Air Force Journal of Logistics

Reciprocation Ideology--its Direct and Moderating Effects on Employees' Organizational Citizenship Behaviors

Aligning Information Technology, Organization, and Strategy

The proliferation of entrepreneurship, technological and business innovations, emerging social trends and lifestyles, employment patterns, and other developments in the global context involve creative destruction that transcends geographic and political boundaries and economic sectors and industries. This creates a need for an interdisciplinary exploration of disruptive technologies, their impacts, and their implications for various stakeholders widely ranging from government agencies to major corporations to consumer groups and individuals. Disruptive Technology: Concepts, Methodologies, Tools, and Applications is a vital reference source that examines innovation, imitation, and creative destruction as critical factors and agents of socio-economic growth and progress in the context of emerging challenges and opportunities for business development and strategic advantage. Highlighting a range of topics such as IT innovation, business strategy, and sustainability, this multi-volume book is ideally designed for entrepreneurs, business executives, business professionals, academicians, and researchers interested in strategic decision making using innovations and competitiveness.

Moderating Effects of Organizational Learning Capability on the Relationship Between, Branding and SMEs Performance in Sports Industry of Pakistan

Top Management Team Heterogeneity and Performance : the Moderating Effects of Power and Organizational Life Cycle

The subject of strategic planning has been widely researched specifically in the private sector and in recent years has elicited further interest in government especially after its adoption in the public sector. However, there is mixed set of results that is inconclusive on its relationship with organization performance. In an effort to establish an accurate position, this study focused on testing three research questions. First, the extent of strategic planning process; the relationship between strategic planning and performance; and whether employee engagement had a moderating effect on the relationship between strategic planning and organization performance of public sector organizations in Kenya. The study adopted a descriptive research design with a census of 86 public organizations that had embraced strategic management through implementation of strategic plans.
Data collection was done through a pre-tested research questionnaire with 33 out of 86 sampling units returning their filled out questionnaire, representing a response rate of thirty eight percent (38%). The data received was then analyzed by use of a computer statistical package with descriptive and inferential statistics computed to test the hypotheses. The findings of this study confirmed the formality of strategic planning across public organization in Kenya. Additionally, the study revealed that the greatest outcome of adoption of strategic planning based on the four perspectives of the balance score card frame work was continuous learning and improvement. This was closely followed with improvements in internal operations as demonstrated by enhanced co-ordination that resulted in better decision making. Overall, the study revealed that strategic planning process had a positive and significant relationship with performance of these public organizations. Furthermore, employee engagement had a positive influence on this relationship though its moderation effect was not significant. Notwithstanding, the study also showed that the degree of involvement varied depending with the level of management with top management having the highest level of involvement in the process. The study also discussed the importance of allowing employees to be involved in the strategic planning process with a majority of respondents reporting improvement in their understanding of the strategic plan, which had an implicit impact on their commitment during implementation of their strategic plan. The study concluded that the strategic planning by public organization is a formal and systematic process, with those engaging in this practice expected to improve on their performance. It was also concluded that engaging employees in the strategic planning does not necessarily result in improvement of organizational performance. In line with the findings, the study recommends that the government of Kenya should ensure that all its agencies initiate strategic planning as it is bound to improve service delivery to its citizens. In the same breadth, for those agencies that have already initiated strategic planning, it is recommended that during review of their strategic plans at the end of every strategy cycle, they strive to carry out the process in its entirety and discouraged against halting mid-stream or taking shortcuts to ensure they accrue its full benefits. Finally, top management is encouraged to involve other employees in the strategy formulation process and also to install effective communication structures that will assist in co-ordination of the entire process. To further the research, it is recommended that this study be replicated in other sectors of the economy by modifying the school of planning to fit the sector of study. In addition, the employee engagement can be narrowed to each level of management and similarly the moderation effect to the different stages of the strategic planning process. Finally, future research should consider utilizing longitudinal data to better measure the impact of strategy over time. 

**The Relationship Among Leadership Style, Organizational Culture and the Learning Organization**

**The Morning Commute**

This book is designed specifically for Master's degree and PhD students working on developing their thesis. It is a practical book designed to guide students from the initial stages of research proposal preparation to final stages of thesis report writing. It further gives proper guidance on how to approach the thesis defense and how one can go further in publication of articles in peer reviewed journals or turning the thesis to a book.

**Managing Uncertainty During Organization Design Decision-Making Processes**

**The Moderating Effects of Employee Engagement in the Relationship Between Strategic Planning and Organization Performance [MBA Thesis Accompanied by a CD-ROM]**

**Leadership Matters?**

**Handbook on Women in Business and Management**

**The Moderating Effects of Family Supportive Organizational Perceptions and Family Friendly Benefits on the Work-family Interface**

This title collects and presents key research articles focused on identifying, defining, and measuring accomplishment in knowledge management. A significant collection of the latest international findings within the field, this book provides a strong reference for students, researchers, and practitioners involved with organizational knowledge management.

**Judging Organizational Behavior in Different Survey Administration Conditions**

**Moderating Effects of Performance Measurement Use on the Relationship Between Organizational Performance, Measurement Diversity and Product Innovation**

**Exploring the "good" Strategy**

This very impressive Handbook takes established research topics about women in management and treats them in fresh and novel ways. The chapters are intellectually interesting, sound, and provocative, and meet the editors aspiration to stimulate high quality research on women's experiences in work organizations. I recommend it highly. Jean M. Bartunek, Boston College, US This comprehensive Handbook presents specially commissioned original essays on the societal roles and contexts facing women in business and management, the specific career and work life issues of women in these fields.
organizational processes affecting women, and the role of women as leaders in business and management. The essays shed light on the extant structures and practices of society and organizations that constrain or facilitate women’s representation, treatment, quality of life, and success. Despite decades of ongoing inquiry and increasing interest, research on women in business and management remains a specialized field without mainstream acceptance within business and management disciplines. The Handbook presents the current state of knowledge about women in business and management and specifies the directions for future research likely to be most constructive for advancing the representation, treatment, quality of life, and success of women who work in these fields. It provides the foundations for improved societal and organizational structures, policies, and relational practices affecting all in business and management. Thus, by enhancing the knowledge base that improves the work and life situations of women, it suggests ways to elevate the societal and organizational systems for all. The Handbook will be an essential reference source for recent advances in research and theory, informing both scholars of organization studies, gender, diversity, and feminism; human resource specialists; and educators of and consultants to business organizations and management.

**SBU Strategy, Organizational Structure, and Performance**

**Institutional Distance and Foreign IPO Performance**

**New Directions in Organizational Psychology and Behavioral Medicine**

**The Moderating Effects of Organizational Environment on the Relationship Between Gender and OCB Role Definitions**

**The Moderating Effects of Individual Differences on Relationship Between Organizational Justice and Employee Performance**

**Assessing the Moderating Effects of Organizational Innovation on the Relationship Between Transformational Leadership and Job Satisfaction**

**Handbook of Research on Organizational Justice and Culture in Higher Education Institutions**

**Issues in Industrial Relations and Management: 2013 Edition**

Ferdinand Mahr develops an integrative theoretical model of IT complements such as organizational structure, human resource management, and corporate strategy. He conducts two empirical analyses of the complementarities between IT, organization, and strategy.

**The Moderating Effects of Organizational Contextual and Structural Factors on the New Product Development Process Capabilities**

But lower informational and standing uncertainty were also found to enhance the positive effect of process fairness on organizational members’ attitudes, which was the opposite of what was predicted. Lower informational uncertainty, but not standing uncertainty, was found to enhance the positive effect of higher process fairness and lower outcome favorability on organizational members’ attitudes, which was the opposite of what was predicted.

**Role Perceptions and Pay Equity**

**Disruptive Technology: Concepts, Methodologies, Tools, and Applications**

This research shows the dynamic relationship between work, health and satisfaction. New Directions in Organizational Psychology and Behavioral Medicine, comprehensively covers new developments in the field of occupational health psychology and provides insight into the many challenges that will change the nature of occupational health psychology. The editors have gathered 40 experts from all over the developed world to discuss issues relevant to human resource and talent management, and specifically to employment related physical and psychological health issues. Especially because it comes at a time of economic turbulence that will create work stress and strain, organizations, researchers and practitioners will find this book valuable.

**The Roles of LMX, Readiness for Change and Organizational Trust on Employee Behaviours**

**SBU Strategy, Organizational Structure, and Performance**
The Moderating Effects of Understanding and Control on the Relationship Between Perceived Organizational Politics and Job Anxiety

Author supplied keywords: Organisational change; Leader-member exchange; Organisational trust; POS; SOE; CPWB; OCB; Turnover intentions; Readiness for change.

Research Methods: Masters and PhD Students Handbook

Fairness in the workplace is a key element to the successful management and development of an organization. By evaluating the treatment of employees within educational settings, as well as examining their reaction to fair and effective leadership practices, an institution gains a competitive edge within the global academic landscape. The Handbook of Research on Organizational Justice and Culture in Higher Education Institutions examines employee perspectives and behavior within educational settings. Highlighting the application of organizational integrity practices being used to meet the demands of institutional employees within developing and developed economies, this publication is a vital reference source for academicians, professionals, researchers, and students interested in higher education business management and development.

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