

Relationship between organizational commitment and organizational citizenship behavior in sport teachers in department of education from Sanandaj

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ABSTRACT

This Study is conducted to examine the Relationship between Organizational Commitment and Organizational Citizenship Behavior in Sport teachers in department of education from Sanandaj. This is a descriptive-relationship research. Population in this research is all Sport teachers in department of education from Sanandaj. A random sample of 125 employee selected from population (N=180). Data gathered using two questionnaires for Organizational Commitment and Organizational Citizenship Behavior. Which Cronbach' alpha of first of questionnaires was 0.77 and second was 0.72. Data is analyzed using Pearson's correlation. The results shows that there is a significant relationship between Organizational Commitment and Organizational Citizenship Behavior in Sport teachers in department of education from Sanandaj (P=0.05). Also results shows that there is a significant relationship between Organizational Commitment and magnanimity, Conscience, civic virtue, altruism, Attention in Sport teachers in department of education from Sanandaj (P=0.05).

Key words: Organizational Commitment, magnanimity, Conscience, civic virtue, altruism, Attention.

INTRODUCTION

Organizational citizenship behavior (OCB) is discretionary employee activity that is not explicitly part of the job description and which tends to promote the organization. This behavior is also not a part of the official system of rewards and compensation. The term was first defined by Dennis Orgon in 1988. It is not a thoroughly-defined concept by nature, though an employee who embodies the qualities of OCB is often easy to recognize.

While an employee who engages in OCB may not be specifically recognized for those actions, such behavior will often be rewarded indirectly. This is partly because employees who practice OCB tend to be committed to their jobs and the overall health of the organization. They are also often adept at the core functions of their jobs, which can lead to formal recognition that includes unspoken appreciation for OCB [2].

Organizational commitment is defined based on the individual's relative ability and involvement in a certain organization. It indicates the attitudes of people toward the organization's values and goals [2].

Based on numerous studies, one of the reasons that led to success is that they have employees who are working more than their official duties. Researchers of organizational behavior refer to these met functional efforts that are recognized as an unavoidable necessity for the effective performance of the organization, as organizational citizenship behavior [1]. And as one of the new concepts of the organizational behavior management in organizational process play a decisive role in changing the traditional ambiance into a dynamic and effective

ambiance [14]. Although field studies of Moradi (2008), on the status of citizenship behavior in Physical Education Organization of Iran suggest not very suitable quality for this kind of behavior in the organization [8]. But organizational citizenship behavior has many advantages for the organizations. Conserving the resources of the organization, good organizational citizens enable the organizations to identify the resources efficiently.

The organizations in which the citizenship behavior is common are more interesting places to work and sought to employ the best people [15]. Rocha (2008), stated at the sport management conference in the USA that citizenship behavior plays a very important role in sport organizations and led to access the organization goals, therefore, attention to the importance of identifying corresponsive factors in order to benefit from the privileges of citizenship behavior and its consequences that are left to be very useful in sport organizations management [14].

There is disagreement among experts on the dimensions of the organizational citizenship behaviors, but the most acceptable segmentation among organizational behavior experts is suggested by Organ (1995), outlined five dimensions for these behaviors as follows.

1. Magnanimity: the magnanimity is showing tolerance and forgiveness in difficult situations and the crises in the organization without complaint.
2. Civic virtue: tend to participation and accountability in organizational life and the desire to provide a good image of the organization.
3. Conscience: the optimal behaviors that goes beyond the minimum requirements. As someone who goes to work more than usual for organizational profit.
4. Altruism: help other members with problems and tasks, like workers who help low-skilled workers or newcomers.
5. Attention: employees' effort to avoid tensions and difficulties of working with others [6].

Organizational commitment is one of the important factors to create organizational citizenship behavior. Organizational commitment represents a force that obligates a person to remain in the organization in order to achieve organizational goals with fixation. A person who has the high organizational commitment stays in the organization, accepts its goals and takes a great effort and even sacrifices to achieve these goals. In other words, organizational commitment refers to fixation rate and tends to sustain [16]. The presence of manpower committed to the organization and his career, reducing absenteeism and delays and replacement led to dramatic increase in the organizational performance, staff spiritual vitality, better expression of the organizational sublime goals and achieving personal goals. Nowadays, human resources are considered from different dimensions in the organizations. Training and capacity building and skills, quality of work life, occupational commitments are very important [9]. Allahyari and et al (2011), examined the National Olympic and Physical Academy experts and concluded that there is a difference between the present situation and the desirable situation of organizational citizenship behavior and its all dimensions except reverence and humility in academy experts, and there is a significant negative correlation between job background and organizational citizenship behavior dimensions [3]. Azizi and et al (2009), investigated the experts of Physical Education Organization of Iran and announced that there is a significant correlation between organizational commitment and citizenship behavior dimensions [2]. Naseri (2009), investigated Sport Federation of Iran and declared that there is a significant correlation between organizational commitment and citizenship behavior [12]. Eydi and et al (2009), investigated the experts of National Olympic Academy of Iran and declared that there is a significant correlation between organizational commitment and citizenship behavior among the experts [4].

It seems that sport organizations must create conditions so that they use manpower and financial resources best to improve the level of the sport in the country and they must create an ambiance in which employees and their managers help the organization to achieve the goals using their experiences, abilities and capacities beyond traditional framework and determined organizational requirements and regardless of the rules and regulations and bureaucratic red tape and with complete compassion and commitment [10]. This will not be possible unless all the principles and rules related to organizational citizenship behavior would be identified and the necessary context for these behaviors would be provided [3]. In order to have effective performance and genial working environment which are important factors in attracting the cream of the crop, organizations need to involve their personnel in organizational citizenship behaviors with the ultimate aim of promoting such behaviors. To that end, the present study intends to look into the relationship between organizational commitment and organizational citizenship behaviors in Sport teachers in department of education from Sanandaj.

Hypotheses

The Main research hypothesis: There is a relationship between organizational commitment and organizational citizenship behavior in Sport teachers in department of education from Sanandaj.

The First sub-hypothesis: There is a relationship between organizational commitment and magnanimity in Sport teachers in department of education from Sanandaj.

The Second sub-hypothesis: There is a relationship between organizational commitment and Conscience in Sport teachers in department of education from Sanandaj.

The Third sub-hypothesis: There is a relationship between organizational commitment and civic virtue in Sport teachers in department of education from Sanandaj.

The Fourth sub-hypothesis: There is a relationship between organizational commitment and altruism in Sport teachers in department of education from Sanandaj.

The Fifth sub-hypothesis: There is a relationship between organizational commitment and Attention in Sport teachers in department of education from Sanandaj.

MATERIALS AND METHODS

The research is a descriptive survey that has been conducted as a field study. We use descriptive-correlation method in this study. Mean while, since structural equation modeling method tests the hypothesis of being a correlation between organizational commitment and organizational citizenship behavior, has been used, among correlation examinations, statistical sample and population in Sport teachers in department of education from Sanandaj. were the statistical population in this study that they were 180 people and according to Morgan table, 125 people were chosen as statistical population.

To collect data, the organizational commitment questionnaire of Allen and Meyer (2004) is used including 24 questions about determined variants to measure the organizational commitment in this. Pudsakef questionnaire (2000) was used to measure citizenship behavior Dimensions, including 20 questions. Determined variants have been considered to measure organizational citizenship behavior Dimensions in this study, including: Magnanimity, Conscience, civic virtue, altruism, Attention. To measure the Magnanimity, questions numbers 1 to 4, Conscience questions numbers 5 to 8, altruism questions numbers 9 to 12, civic virtue questions numbers 13 to 16, Attention questions numbers 17 to 20 are considered. Questionnaire validity was confirmed by 5 professional sport management and Cronbach's Alpha was used to confirm reliability and alpha values were 0/77 and 0/72. For data analysis, descriptive statics was used to determine the parameters such as frequency, percentage and tables. Also as the inferential statistics Kolmogorov Smirnov test, Spearman correlation test were used to determine whether there is a significant relationship between research variables. Data from the questionnaires were analyzed using Spss-20 software.

RESULTS AND DISCUSSION

A) Descriptive results.

Table 1 shows the demographic information of the Sport teachers in department of education from Sanandaj.

Table 1- The demographic information of the Sport teachers in department of education from Sanandaj

Work experience				Education level				Field of study			Age					Demographic information
More than 20 years	13 to 19 years	6 to 12 years	5 years	M.A and Ph.D	bachelor	Associate degree	diploma	Not fields	Other fields	Physical education and sports science	More than 54	45 to 54	35 to 44	26 to 34	Less than 25	
18%	19%	23%	31%	34%	11%	52%	3%	9%	27%	64%	7%	21%	28%	39%	5%	percentage

B) The results of research hypotheses.

Table 2 shows the data's normal distribution rate using the Kolmogorov-Smirnov.

Table 2- The Kolmogorov-Smirnov test results

Variables	M	SD	Z	P	Variables Status
organizational commitment	22.0	7.76	1.54	0.654	Normal
Organizational Citizenship Behavior	24.62	5.21	1.23	0.132	Normal
Magnanimity	19.36	4.28	1.31	0.213	Normal
Conscience	17.91	2.20	1.70	0.183	Normal
Civic Virtue	68.56	14.2	1.45	0.164	Normal
Altruism	27.44	9.53	1.65	0.782	Normal

Given the Z rate and significance level in Kolmogorov-Smirnov test in all variables, organizational commitment and OCB the P rate is more than 0.05 ($p > 0.05$), therefore, these variables are normally distributed. So for data analysis parametric and non-parametric statistical methods were used.

In table 3, the relationship between organizational commitment and organizational citizenship behavior in Sport teachers in department of education from Sanandaj is shown using Pearson test.

In Table 3, the relationship between organizational commitment and organizational citizenship behavior of the Sport teachers in department of education from Sanandaj is shown ($P=0.05$).

Table 3, shows the relationship organizational commitment and organizational citizenship behavior.

	Independent variable	correlation	Sig.	conclusion
Organizational Commitment	Organizational Citizenship Behavior	0.34	0.00	significant relationship
	Magnanimity	0.93	0.00	significant relationship
	Conscience	0.41	0.00	significant relationship
	Civic Virtue	0.72	0.00	significant relationship
	Altruism	0.23	0.00	significant relationship
	Attention	0.14	0.00	significant relationship

According to table 3 The result of this research 95 percent of confidence coefficient showed that there is positive significant relationship between organizational commitment and organizational citizenship ($P=0.05$). And also there is a significant positive relationship between organizational commitment and five dimensions of forgiveness and magnanimity, Conscience, civic knowledge, altruism, attention ($P=0.05$).

CONCLUSION

In fact, a general rule in organizational commitment is that a high organizational commitment brings about positive outcomes for the organization. Evidences in other studies confirm this hypothesis. Organizational commitment is defined based on relative ability of an individual and extent of involvement in a certain organization and represents the individuals' attitudes toward the organization's values and goals. Organizational citizenship behavior from the civic viewpoint or political citizens is a claim without noobligation and it's based on independent personal behavior which leads to belongingness to the organization.

The purpose of this research is to study the relationship between organizational commitments and organizational citizenship behaviors in Sport teachers in department of education from Sanandaj. The final result of study showed that there is significant relationship between organizational commitment and organizational citizenship behaviors ($p=0/05$), and this result is consistent with the researches results of Organ and Rain (1995) [13], Hakt and colleagues (2004) [7], Dick (2006) [5], Kim (2006) [11]. Also the study findings showed that there is significant relationship between the magnanimity dimension which is one of the citizenship behaviors dimensions and the organizational commitment ($p=0/05$), and this findings consistent with findings of Dick (2006) [5], and Kim (2006) [11]. The findings of the study also showed that there is significant relationship between Conscience which is one of citizenship behaviors and organizational commitment ($p=0/05$), this result doesn't have consistency with findings of Organ and Rain (1995) [13], Hakt and colleagues (2004) [7], Dick (2006) [5], Kim (2006) [11]. Also between organizational commitment and civic knowledge, Altruism and attention is significant relationship. Which this result doesn't have consistency with findings of Dick (2006) [5], and Kim (2006) [11].

In general, the research results show that the personnel have higher organizational commitment and they do have more organizational citizenship behaviors. The results of this study show that the current level of organizational

commitment and organizational citizenship behaviors among in Sport teachers in department of education from Sanandaj is quiet well. Such results show that the manager of organization doing their best and they should try hard to keep this precedence.

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