Antecedents of Organizational Citizenship Behavior  
Evidence from Lebanon

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Purpose:
This paper aims at identifying the antecedents of Organizational Citizenship Behavior, one of the most researched constructs in today's organizational science literature. Further, the paper aims at measuring the relationship between each antecedent and OCB, the construct under study.

Methodology:
A survey instrument was developed to assess respondents' perceptions about possible antecedents of OCB. The questionnaires were distributed among employees of various sectors in the Lebanese economy, yielding a sample of 323 usable questionnaires. The software package SPSS (19.0) was used to conduct statistical analyses and the following tests were performed: Factor analysis was conducted to identify the variables that respondents perceived as having an influence on OCB, then regression analysis was performed in order to measure the direction and strength of the relationships between the independent variables and OCB.

Findings and Implications:
The results of the study showed that Lebanese employees generally believe that not only are ethical climate, conscientiousness, and trust in leadership significantly related to OCB, but also that they are strong predictors of it, with conscientiousness being the strongest predictor.

Originality: Little research can be found in the area of OCB in Lebanon. This paper attempts to fill a gap in the literature, especially since OCB has been found to have a strong positive impact on organizational performance.

Type: Research paper

Keywords: OCB, Trust, Ethical climate, Conscientiousness, Lebanon.

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