

## A Study on the Importance of OCB Skills at Academic Institutions

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### Abstract

*Organizational citizenship behaviour can in simple words be defined as the over and above behaviour exhibited by the employees for their organization without being formally rewarded for the same. By far the concept of OCB has been gaining a lot of acknowledgement and importance by every organization. After a lot of research and studies it has been discovered that OCB is very much responsible for various positives like job contentment resulting in better organization performance and output. The present study is a detailed research for the importance of OCB skills for the academic profession and academic institutions in short. Even the teaching community at what level of education it may be need to feel contented about their job in order to deliver their best outcome to the students. Hence the need and importance of OCB skills have been highlighted even at the academic institutions and among teaching fraternity like the other firms and their employees. This became even more popular when you know that the outcome of academic institutions is far more important resources for the nation. Collecting all the issues mentioned above the current study makes an endeavour to put up the association between OCB skills and the academic institutions by bringing up the relevant literature and a detailed analysis proving the same through their findings. Finally ending up with the possible suggestions to help ensure that OCB skills are practised at the academic institutions at pace ensuring the desired results as expected.*

**Key-words:** OCB, Education, Institutions, Teacher.

### 1. Introduction

Employees happen to be referred to as the backbone of the organization that keeps it strong and together for the achievement of organizational goals. The ability of employees to go above and

beyond their responsibilities without expecting and financial reward or recognition in return is known as organizational citizenship behaviour. The present-day firms can stand in the competition only when they deliver results over and above their actual tasks and responsibilities. This can be assured through the concept of OCB. The same is applicable for academics and education at all levels as outcome of teaching and education need to be double assured about their progress for the safe future of the nation as a whole whether it's a developed, developing or underdeveloped nation.

One of the key elements that beautify the performance of an enterprise is the organizational citizenship conduct (OCB) of its people. OCB is crucial to the performance and effectiveness of organizations. The concept of OCB has gained a lot of importance in the present era when competition and sustenance is everything. A vital element that ensures dedication in any employee happens to be job satisfaction. If the employee is happy with the work, he is doing he will automatically deliver results that benefit the organization. And OCB stands to be the driving force for job satisfaction for any employee of any organization hence the concept gains even more of a prevalence for the firm and its employees.

OCB in teaching profession place an important position but in research arena it didn't address by the researchers. Teaching profession induce the teachers to concentrate only on their professional work like curriculum setting and time preparation, teachers are giving less important for the family and people those who are in the workplace that may be of college students. Colleagues and even the principal too (Forrester, 2000); Many of the teaching professionals avoid to follow the concept of OCBs exclusive of affecting their job security (Somech& Drach-Zahavy, 2000). From the results of few studies it is revealed that some of the teachers following OCB and they were delivering the value to the college and school students (Bogler &Somech, 2004). From the past studies it is resulted that OCB have an essential position for the successful functioning of the faculties. In evaluation, many OCB research had been performed in settings wherein employee–consumer relationships are tremendously brief-time period and transactional in nature. In human provider organizations, such as schools wherein trainer–scholar relationships are ongoing and rather relational; the value of instructor OCBs is in all likelihood to be some distance-accomplishing.

## **2. Objectives of Study**

1. Understand the origin, meaning and importance of OCB skills.
2. Justify the importance of OCB skills in the present context for any organization.

3. Validate the requirement of OCB skills for teachers.
4. Equip the necessary recommendations to ensure the presence of OCB skills among teachers at every level of education.

### **3. Review of Literature**

Teaching has always been acknowledged to be a noble and difficult task as the responsibility of shaping an individual completely lies on the shoulders of a teacher at whatever level of education as it may be. Henceforth a teacher is acknowledged next to parents in terms of respect. Therefore, every concept that induces and increases the academician level of association must be focused upon by the institutions if they aim for a long-term perspective for the institution as well as the students who are a part of the institution. One such aspect is OCB. Only when the teachers have a feeling commitment and association, they can focus completely on shaping the students as the future pillars of the nation on which they can stand firm and achieve further growth. This section of the study makes an attempt at bringing together the relevant expert opinion delivered in reference to the importance of OCB skills in the teaching profession.

The term Organizational Citizenship Behavior was first coined by Organ in the year 1983. Organizational citizenship behavior is the set of attitude or skills in the employees of any organization to go beyond their set of responsibilities for the organization for which they are not separately rewarded or acknowledged.

Lecture practices highly depend on the designation and the implementation of the qualification which is very helpful for the people monitoring and fulfillment (Harris and Lambert, 2003; Tsui and Cheng, 1999). For the effectiveness and development of the school OCB takes main part by structuring the student's hobby and practices to focus on the development.

Even though organizational citizenship behavior gained tons of interest and acceptance in the organization setup or firms and academic study, it's miles only in the previous few a long time that investigations of the construct in instructional settings have surfaced (Dipaola & Hoy, 2005). A study was carried out on engineering lectures abilities and organizational citizenship behavior at Kyambogo college. The cause of the examine was to establish the applicable capabilities possessed by engineering professors and the relationship among the one's skills and the exhibited organizational citizenship conduct. The study found out that the teachers who have relevant capabilities do show off

discretionary behaviors at work. The model might be beneficial in deriving worker abilities and essential outputs (R. Okay. Kagari, J.C. Munene, 2007).

(Hoy and Tschannen 2007) The other aspect of school atmosphere is teacher professionalism. It has a close association with OCB. The disclosure of instructor professionalism are aspects of high admiration for co-employees, capacities, and willpower towards college students, impartial judgment, reciprocal collaboration, and assist. Those factors by using and large have an impact on school climate. The confidence issue of teacher professionalism generates hobby, notion, and a feel of achievement. Nonetheless, the main purpose is within the success of the student. One of the key elements in promoting trainer professionalism in faculties is OCB. It's far inconceivable for professionalism in instructors to increase without OCB.

Garg and Rastogi (2006) studied the impact of organizational climate on citizenship. For their study they have selected 50 public and 50 private institutions as sampling unit. From their study the researchers concluded that OCB positively contributed to the effectiveness of the college and educational excellence among the faculties of the college.

#### **4. Methodology**

In this study the researcher has used the descriptive type of research design. And the sample is universal representation of the population, in this study teachers who are in the engineering colleges of Tamilnadu were taken as sampling unit. Sekaran and Bougie (2010) expressed the elaborated table on sample size. From the defined table 384 sample sizes have been selected at 95% confidence level and the data were collected by using proper questionnaire and random sampling method has been indulged for the study.

#### **5. Analysis and Interpretation**

H0: There is no significant importance of OCB skills in teaching profession and their significance.

To identify the association among seven variables and their significance, Pearson correlation is used and the results are tabulated below.

Table 1 - Pearson Correlation of Variables

Opinion		1	2	3	4	5	6	7
Boost employee morale	Pearson Correlation	<b>1</b>	<b>.577**</b>	<b>.891</b>	<b>.764</b>	<b>.659*</b>	<b>.477*</b>	<b>.713</b>
	Sig. (2-tailed)		.001	.070	.118	.001	.000	.149
Increases work involvement	Pearson Correlation		<b>1</b>	<b>.67**</b>	<b>.503</b>	<b>.586*</b>	<b>.611</b>	<b>.542*</b>
	Sig. (2-tailed)			.000	.035	.000	.820	.000
Increases the interaction between teachers	Pearson Correlation			<b>1</b>	<b>.567</b>	<b>.368*</b>	<b>.796*</b>	<b>.654</b>
	Sig. (2-tailed)				.242	.000	.049	.181
Improves the teachers academic achievement and enrich the students with high needs for achievement	Pearson Correlation				<b>1</b>	<b>.539*</b>	<b>.505*</b>	<b>.644</b>
	Sig. (2-tailed)					.000	.032	.000
Motivates to acquire new knowledge and skills	Pearson Correlation					<b>1</b>	<b>.729</b>	<b>.603</b>
	Sig. (2-tailed)						.550	.035
Make the teacher to volunteer for the roles	Pearson Correlation						<b>1</b>	<b>.180*</b>
	Sig. (2-tailed)							.000
Spend time with the students to evaluate learning difficulties	Pearson Correlation							<b>1</b>
	Sig. (2-tailed)							

Source: Computed Value

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Table 1 is a representation of correlation between the variables and their relatively. As it is shown, the correlation of all variables are significant at 95 confidence level (Sig<0.05). From the table it can be summarized that there is significant relationship between Boost employee morale, Increases work involvement, Increases the interaction between teachers, Improves the teachers academic achievement and enrich the students with high needs for achievement, Motivates to acquire new knowledge and skills, Make the teacher to volunteer for the roles and Spend time with the students to evaluate learning difficulties. Correlation relationship expressed by r value, r-value is 0.577, 0.891, 0.764, 0.659, 0.477 and 0.713 (+ve) which shows the positive relationship.

Hence it can be interpreted that there is a significant importance of OCB skills in teaching profession and their significance.

## 6. Suggestions

The management of the academic institutions whether it's a school or college must make and take every possible step to ensure a conducive environment at workplace to ensure that OCB assumes its importance amongst the faculty members. A happy teacher ensures a happy student which ultimately what the institutions aim at the end. Motivational activities and programs must be conducted at regular intervals to induce OCB skills in the teachers. The management must endeavour to recognise and acknowledge the top performers and reward them for the same. Extra emphasis ought to accept to educate teachers in their areas of strength so that bonding with the corporation gets bolstered. An instructor who is physically, mentally, emotionally and financially sound with the provision of tremendous weather, will clearly show off extra- position behaviours. Subsequently more emphasis must be given on growing and nurturing superb way of life of professionalism. This demands revolutionary and instructional leadership established with the aid of school leaders and top management.

## 7. Conclusion

In this present study the researcher has covered OCB skills at academic institutions and mainly on the teachers of engineering colleges in Tamilnadu. The study suggested that may be positive consequences for the teachers with respect to the importance of skills. Our findings also fully support the notion that high levels of OCB skills in teaching profession and their significance lead to positive outcomes for service recipients in a college context. Miskel et.al. 1983,McKelvey and Kyriacou1985,Kyriacou 1986 and Leonard et.al.2004 expressed that teacher and the school effectiveness can be measured by the Students' perceptions, its act as an important indicator. To positively conclude that by introducing or by following OCB skills, employee participation in broader organizational activities and optional training will be increased which results the way to job satisfaction.

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