

**A SOCIAL CONTRACT PERSPECTIVE ON
ORGANIZATIONAL CITIZENSHIP BEHAVIOR**

by

Robert Stephen D'Intino

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APPROVED:

J. M. Shepard, Chairman

C. U. Stephens

W. J. Smith

J. P. Christman

J. W. Bishop

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Robert Stephen D'Intino

J. M. Shepard, Chairman

Management Department

(ABSTRACT)

A predictive relationship is proposed between stronger communitarian normative ideological values and beliefs regarding the political and economic social contract, and greater levels of organizational citizenship behavior (OCB). The theoretical foundation supporting this relationship is based in management literature on organizational cooperation, and political theory literature on individualist and communitarian ideological orientation, which derives from the social contract theories of Hobbes, Locke, and Rousseau. Survey data from 315 organizational employees supported the study's proposal that stronger communitarian ideological orientation had statistically significant and positive direct and interaction effects predicting greater OCB performance.

Problems worthy of attack prove their worth by hitting back

Dickson (1985)