



# **Antecedents & Consequences of Organizational Citizenship Behaviours: A Case Study of University of the Punjab , Lahore**

*Hina Saleem*

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Organizational Citizenship Behaviors (OCB) of employees' is becoming increasingly important due to their latent influence on overall organizational performance. Current study attempted to examine the OCB among teachers of the University of the Punjab, Lahore for its antecedents and consequences. Four factors entailing personality characteristics, organizational justice, perceived supervisory support and OCB received from coworkers were studied for their potential association with teachers' practice of OCB. Moreover organizational performance in general was considered in the model as a consequence of teachers OCB practice. Data collection was facilitated by employing a survey method. Data was subsequently analyzed with the help of advanced nonparametric measures such as Kendall's tau-b and Gamma test. The results of analysis suggested a strong positive correlation between the four factors considered as antecedents and teachers OCB which are found consistent with the past researches done in the field. Moreover, teachers OCB has been found to be positively related with overall departmental /organizational performance which is also in affirmation with the past research findings.

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