

Abstract

This study aims at exploring the relationships among OCB in-role perception, OCB intention and actual OCB. The survey was conducted with the participants, 141 employees and 67 their supervisors, from one company.

The questionnaires are separately divided into two parts. The former is for the employee respondent which consists of personal factors, OCB in-role perception (Alpha = .79) and OCB intention (Alpha = .82). The latter is for the supervisor rating their subordinate's actual OCB (Alpha = .79).

There are two stages of the data collection which are stage of try-out and stage of data survey. The data were analyzed by using SPSS for Windows. Descriptive statistics including frequency, percentage, mean and standard deviation was used to demonstrate personal factors of a sample and the variables. The hypotheses were tested by using t-test, one-way ANOVA and Pearson's product moment correlation. The results showed as the followings

1. The employees hold high level of OCB in-role perception in both overall and sub scales.
2. The employees had high level of OCB intention in both overall and sub scales.
3. The employees performed middle level of actual OCB in both overall and sub scales.
4. OCBI in-role perception is positively associated with actual OCBI ($r = .24$, $p < .01$).
5. Overall OCB in-role perception is positively associated with overall OCB intention ($r = .70$, $p < .01$). At sub scales, OCBI in-role perception is positively associated with OCBI intention ($r = .63$, $p < .01$) and also OCBO in-role perception is positively associated with OCBO intention ($r = .62$, $p < .01$).
6. There were no relationships between OCB intention and actual OCB in both overall and sub scales.

The results explored the relationships among the variables that were considered as the factors influencing on OCB. Therefore, it could be applied to encourage the level of employee's OCB such as providing some activities that can bring OCB intention into actual OCB.