Influence of Employees’ Ingratiation on Organizational Citizenship Behavior: An Empirical Study

Luxmi Malodia

Abstract

This study aimed at understanding the influence of employees’ ingratiation on Organizational Citizenship Behavior (OCB) of employees working in northern region of Power Grid Corporation of India Limited. In today’s world of globalization and liberalization, OCB can be extremely valuable to organizations and can contribute to performance and competitive advantage. If employees have narrow perspective that make them just concerned about their own career path growth, then they exhibit various impression tactics like Ingratiation. Many a time concurrence occurs between these two types of behaviors shown by them. The aim of this study is to enhance our understanding about interrelationship exist between these variables. It has real world implications on how practice of ingratiationary behavior should be discouraged in order to enhance levels of citizenship behavior in employees. Total 180 questionnaires have been obtained from employees working in northern region of Power Grid Corporation of India Limited. The study concluded that there is a significant and negative relationship between ingratiation and OCB; it means that more ingratary practices among employees lead to deterioration of their OCB.

Key Words
Employees’ ingratiation, organizational citizenship behavior, power grid corporation of India limited.

1 Dr. Luxmi Malodia, Reader, OB/HRM, University Business School, Panjab University, Chandigarh, India, luxmimalodia@yahoo.com