

Interaction Effects of Teachers' Job Involvement on Participation in Technical Decisions and Organizational Citizenship Behaviour

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Abstract

Increasing participation in decision making by teachers in educational institutions promote institutional effectiveness. Past research has focused on the differential relationships of teachers' participation in decision making and organizational citizenship behaviour. However, no systematic effort has been undertaken yet to explore interaction effects between participation in decision making and organizational citizenship behaviour. Present study predicts teachers' job involvement would act as moderator to influence the strength of the relationship between participation in decision making and organizational citizenship behaviour. Hierarchical multiple regression analyses were conducted to test the hypotheses formulated for the study. Data were collected for the 655 faculty members working in private engineering institutions, affiliated to JNT University, India. Results supported the role of job involvement as potential moderator between participation in technical decision making and organizational citizenship behaviour. The implications of the study are relevant to the administrators, head of the department and all the people holding power in engineering institutions.

Keywords: Participation, Job involvement.

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