A study on the impact of Organizational Intelligence on Organizational Citizenship Behavior for Kharazmi University Employees

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Abstract

The main objective of this study was to investigate the impact of organizational intelligence on organizational citizenship behavior in Kharazmi University, in 2012 and 2013 respectively. The research methodology is descriptive - survey and in terms of the research purpose, it can be considered as practical. The number of population is 748 persons who were randomly selected and according to Morgan, a sample size of 254 was considered. Data were collected based on two closed-ended questionnaires regarding organizational intelligence and organizational citizenship behavior. Data analyzed by SPSS software, Kolmogorov – Smirnov tests, Spearman, regression and analysis of covariance. Based on the results of Pearson correlation and significance level, one can conclude that all aspects of organizational intelligence are effective on organizational citizenship behavior of employees. Also, the results indicated that the demographic variables of gender, education and experience play no role in organizational intelligence effects on organizational citizenship behavior in. This means that regardless of gender, education and experience, the effect of organizational intelligence on citizenship behavior can be improved in a consistent format and without considering these components and the scientific and practical strategies which are applicable to all demographic groups can be represented as well. On the other hand, organizational intelligence and citizenship behavior of employees at different ranges of age in Kharazmi University are different.

Keyword: Organizational Intelligence, Organizational Citizenship Behavior, Kharazmi University.
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