

**EXAMINING THE IMPACT OF
ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(OCB) AND ORGANIZATIONAL POLITICS (OP)
ON EMPLOYEE'S JOB PERFORMANCE IN
KARACHI, PAKISTAN**

BY

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A thesis submitted to the Business Studies Department, Bahria Business School, Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree



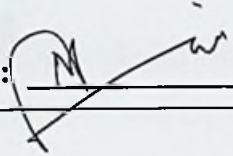
SPRING, 2021

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Declaration of Authentication

I, hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

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Dedication

I am fortunate to be a student at Bahria University. I am obliged to my parents for their everlasting love and support in bringing us to this level of greatness. I am here now searching for the most promising future possible, for which they made the ultimate sacrifice of their past. First of all I would like to thank Allah Almighty who is most beneficent and merciful, who blessed me with strength and commitment and his blessing in completing this thesis. I am also thankful to my friends and family; without their support, guidance, encouragement, and suggestions, it would not have been possible to complete this entire MBA research.

Acknowledgement

All gratitude to Almighty "ALLAH," who is the most beneficent, the most kind, the source of wisdom and knowledge bestowed to human existence, who endowed us with the mental capacity and capability to take this project to the exciting ocean of knowledge, because of his blessings and grace, inspiration and courage inspired and assisted us in accomplishing the assigned goal within the given time frame.

I'd want to express our heartfelt appreciation to everyone who assisted me with my thesis. I owe a great deal to our supervisor, Dr. Sayma Zia, for her advice and support and for providing all of the necessary facilities for this thesis. Additionally, I would like to extend my gratitude to Dr. Danish Iqbal for his valuable guidance and support during the proposal process for this research thesis. Most notably, my friends and coworkers made intelligent remarks on this concept, which prompted me to improve it. I would also like to thank many sources and publications for assisting me in completing my task within a condensed time frame.

Abstract

Purpose: The purpose of this study is to determine the effect of Organizational Citizenship Behavior (Altruism, Conscientiousness, Civic Virtue, Courtesy, and Sportsmanship) and Organizational Politics (General Political Behavior, Going Along to Get Ahead, Pay and Promotion Policies) on employee job performance in both the private and public sectors of Karachi.

Methodology and Design: The outcomes of this study are analyzed using a quantitative design and an explanatory method. The data were obtained from 420 employees via a questionnaire and analyzed using Structural Equation Modeling (SEM) with the SMART-PLS Software.

Findings: According to the findings, altruism, conscientiousness, civic virtue, general political behavior, and going along to get along all positively affect job performance, but sportsmanship has a negative effect. On the other side, Courtesy, Compensation, and Promotion Policies have no significant impact on job performance.

Limitations: The study's findings are solely applicable to Karachi-based companies, as the sample was drawn from workers of several Karachi-based organizations.

Keywords: *Altruism, Conscientiousness, Civic virtue, Courtesy, Sportsmanship, General Political Behavior, Going along to Get Ahead, Pay and Promotion Policies, Job Performance, Structural Equation Modeling*

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