

## **Abstract**

The study investigated the mediation effect of psychological contract (Rousseau, 1989) on the relationship of organizational citizenship behaviors (OCB; Organ, 1988) and its motives. A sample of 107 full-time employees is obtained from different work industries to self-report their degree of psychological contracts they embraced, OCB and motives of OCB. Results supported some hypotheses showing that there are indirect effects of the motives on OCB via relational and/or transactional psychological contracts while some did not. Also, the mediating effect of relational contract is stronger than that of transactional contract on the relationship of OCB and its motives. Practical implications are suggested for employers. Limitations such as the lack of use of structural equation model to investigate this model are also discussed.

**Keywords:** Organizational citizenship behavior; Psychological contract;

Mediation