

Abstract of thesis entitled:

Achievement Goals and Organizational Citizenship Behaviors: A Motive Perspective

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Abstract

The present study investigated the relationships between achievement goals and organizational citizenship behaviors (OCB) through the achievement goal dimensions and OCB motives. Using an adaptation of 3 x 2 Achievement Goal Questionnaire for work setting, goal dimensions were extracted as second-order factors from the six first-order goals. The extracted factors were fit into a model as predictors to three OCB motives (organizational concern, prosocial values, and impression management). Two-hundred-forty-six responses were collected from social network and the internal mass mail system of a university. Participants completed two online surveys at home. Only responses which passed attention check items were retained for analyses. The dimensional analysis successfully extracted the three competence definition factors but failed to extract a common approach factor. The task focus factor was found to positively predict organizational concern and prosocial values motives, the other focus factor was found to positively predict impression management motive, and the avoidance dimension was found to negatively predict organizational concern motive and positively predict impression management motive. Both organizational concern motive and prosocial values motives were found to be positively related to OCB. However, impression management motive was not. Implications for the present study to understanding achievement goals and OCB are discussed.

摘要

本研究旨在透過研究成就目標維度因子和組織公民行為動機之間的關係，探究成就目標與組織公民行為之間的關聯影響。研究使用了調整至工作設置的 3 x 2 成就目標問卷，先將成就目標維度從六個一階成就目標中提取為二階因子。提取的因子被擬定為三個組織公民行為動機（組織關注、親社會價值觀和印像管理）的預測因子，進行模型擬合優度測試。研究從社交網絡和大學內部群發郵件系統收集了 246 份有效回覆。參與者在家完成兩次在線調查。只有通過注意力檢查項目的答覆才被保留用作分析。維度分析成功地提取了三個能力定義因子，但未能提取一個共同的趨近因子。任務為本因子正向預測組織關注和親社會價值動機，他人為本因子正向預測印像管理動機，逃避維度負面預測組織關注動機和正向預測印像管理動機。組織關注動機和親社會價值動機都與組織公民行為動機正相關。印像管理的動機則有負面相關。本研究討論了研究結果對成就目標和組織公民行為的意義。