

The Relationship of Organizational Citizenship Behaviors, Organizational Spirituality and Social Capital with Employees' Counterproductive Behaviors

**Nastaran Pasha
Iraj Shakerinia
Abbas Abolghasemi**

Abstract

The aim of this research was to investigate the relationship of organizational citizenship behaviors, organizational spirituality and social capital with employees' counterproductive behaviors. The statistical population consisted of all employees of Qazvin Haft Almas Manufacturing Factories. The research sample consisted of 276 employees of this population who were selected by convenience method. Instruments included Bennett & Robinson counterproductive, Milliman et al. organizational spirituality, Podsakoff et al. organizational citizenship behavior and Lauderdale social capital questionnaires. The data were analyzed using Pearson correlation coefficient and multiple regression analysis. The results of multiple regression analysis showed that organizational citizenship behaviors (12.2%), organizational spirituality (1%) and social capital (5%) explained the variance of counterproductive behaviors.

Keywords: organizational citizenship behaviors, counterproductive behaviors, social capital, organizational spirituality