

The Relationship between Job Autonomy and Organizational Citizenship Behaviors, Considering the Mediating Role of Work-Family Balance

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Abstract

The aim of present research was to investigate the mediating role of work-family balance in the relationship between job autonomy and organizational citizenship behaviors. The research methodology was of descriptive and correlational type. The statistical population comprised all employees in a governmental organization in Isfahan. Using stratified random sampling method, 150 employees were selected from the statistical population. The research tools included Work-Family Balance, Organizational Citizenship Behaviors and Job Characteristics Questionnaires. Structural equation modeling (SEM) was used for data analysis. The results showed that work-family balance plays a complete mediating role in the relationship between job autonomy and employee-oriented organizational citizenship behaviors, while this variable partially mediated the relationship between job autonomy and organization-oriented organizational citizenship behaviors. This research suggests that job autonomy leads to work-family balance and in this way resulting in increasing organizational citizenship behaviors.

Keywords: work-family balance, organizational citizenship behaviors, job autonomy.