

The Relationship between Recovery and Four Weekly Measured Aspects of Performance (Effort, Organizational citizenship behavior, Proactivity and Performance)

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Abstract

Recently, the importance of recovery and its impacts on job performance have attracted much attention. Recovery is the process of replenishing the depleted resource. Previous studies have examined the relationship between immediate impacts of recovery and performance of employees on the same day, while the current study gathered data in three weeks time from 140 employees in three different companies. The present study explored the relationship between the level of individual recovery at the start of the working week and performance multidimensional construct namely personal initiative, organization citizenship behavior, effort and task performance. The results showed that those employees who had a good recovery increased their task performance, personal initiative, organizational citizenship behavior during the whole week. It was also found that if recovery was done at the end of the week, the staff needed less amount of effort to perform their task well. To prevent reducing performance, employees usually try to compensate by putting in more effort at work, so they experienced more strain. Both organization and employees share the advantage of recovery. This means that employees are no longer experiencing the burden and pressure of work and organizations also benefit from the improvement of task performance, organization citizenship behavior and personal initiative of their staff.

Keywords: Recovery, Effort, Task performance, Organizational citizenship behavior, Proactivity.