

## Job engagement and locus of control in relation to organisational citizenship behaviour amongst employees of a tertiary institution

**Mr R.D, Mbeba**

*Department of Industrial Psychology, University of Fort Hare, South Africa*

**Prof. T.Q, Mjoli**

*Department of Industrial Psychology, University of Fort Hare, South Africa*

### Abstract

This study investigated the correlation between job engagement and locus of control as independent variables and organisational citizenship behaviour as the dependent variable amongst employees at a tertiary institution. Data was drawn from 300 participants. A questionnaire consisting of four sections, including biographical and occupation data, was used to collect data. To measure job engagement, the 18-item Rich et al., (2010) with a 5-point Likert scale was used. Locus of control was measured using the 16-item Spector (1988) work locus of control scale, with a 6-point Likert scale. To measure organisational citizenship behaviour, the Fox & Spector (2011) 20-item organisational citizenship behaviour questionnaire, with a 5-point Likert scale, was used. Data were analysed using the Pearson Product Moment Correlation and the generalised linear regression model and chi-square. The outcome of the study showed job engagement has a significantly positive relationship with organisational citizenship behaviour, and locus of control also has a significantly positive relationship with OCB. However, the outcomes of the study also indicated that when job engagement and locus of control are put together, they do not account for a significantly higher proportion of variance in organisational citizenship behaviour than each of them separately. Furthermore, as far as OCB-P and OCB-O are concerned, the results showed partial support of the research hypothesis that job engagement and locus of control together account for a significantly higher proportion of variance in organisational citizenship behaviour than any of the two separately. The study recommends that managers must prioritise improving job engagement and promoting internal locus of control to ensure high levels of organisational citizenship behaviour.

**Keywords:** Job engagement (JE), work locus of control (WLC), organisational citizenship behaviour (OCB).

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European Journal of Economics, Law and Social Sciences ISSN 2519-1284 (print) ISSN  
2510-0429 (online)

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