

EMPLOYEES' PERSONAL MOTIVES FOR ENGAGING IN CITIZENSHIP BEHAVIOR: THE CASE OF WORKERS IN NIGERIA'S AGRICULTURE INDUSTRY

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ABSTRACT

This study examined the dimensions of the citizenship behaviors of employees in the agriculture industry and the personal motives that foster the behaviors. The participants were 191 post-graduate students from the University of Agriculture in Southwestern Nigeria and surveys were employed for data collection. I employed a hierarchical regression procedure to test the hypotheses. The maximum likelihood factor analysis showed that employees' citizenship behaviors were characterized by loyalty, participation and conscientious behaviors. Conscientious behavior was influenced by age, and loyalty was related to perceived organizational support and organizational concern motive, while employee participation was associated with organizational concern motive. The implications of the results are discussed.

Keyword