

# **Relationship between Citizenship Behaviors and Tendencies to Withdraw among Nigerian Agribusiness Employees**

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## **Abstract**

This study examines the effects of diminished levels of citizenship behaviors and Type A behavioral pattern (TABP) on quit intentions and withdrawal behaviors of employees in diverse agricultural occupations. Participants were 191 post-graduate students at the University of Agriculture, in Southwestern Nigeria. Bivariate correlation shows that trait TABP is positively related to employee loyalty and participation. Hierarchical moderated multiple regression results indicate that trait TABP is unrelated to either quit intentions or withdrawal behaviors; loyalty behavior is inversely related to quit intentions and employee participation is negatively related to withdrawal behaviors. Trait TABP moderates the relationship between participation and withdrawal behaviors. The reluctance of an employee to exhibit loyalty and participatory behaviors may be an indication that s/he is willing to leave the job or engage in withdrawal behaviors.

## **Keywords**

Quit intentions, withdrawal behaviors, citizenship behaviors, type a behavior