
Affective as mediator of normative commitment to behaviour relationship and professional commitment as salient predictor of citizenship behaviour: empirical confirmation

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Abstract: This study examines the mediating effect of affective commitment on the normative commitment to citizenship behaviour relationship of academics. It studies professional, affective, normative and continuance commitment as predictors of organisational citizenship behaviour (OCB). The data was collected through questionnaires from 112 academics at the University of Delhi. Confirmatory factor analysis confirmed the model fit, validity and reliability. Structural equation modelling (SEM) was used to examine the relationships. Results show a significant role of professional commitment. Further, there was no direct impact of continuance and normative commitment on OCB. The mediating effect of affective, on the relationship between normative commitment and OCB towards the organisation, was supported; while towards students, was not supported. No work, having examined the professional commitment along with affective, continuance and normative as regressors of OCB; nor any work studying such mediation could be found, this study fills gaps through empirical confirmation.

Keywords: affective commitment; professional commitment; normative commitment; organisational citizenship behaviour; OCB.