

Person Supervisor Fit and Organisational Citizenship Behavior: A Conceptual Paper

ABSTRACT

This paper presents a better understanding towards the concept of Organisational Citizenship Behaviour (OCB) and Person-Supervisor Fit (P-S Fit) and its relationship at a conceptual level. Previous literature discusses the effects of OCB in positive and negative outcomes. A right level of OCB by employees should be exhibited by considering the relationship of PS Fit in an organization. Using Person-Environment Fit (P-E Fit) theory, we hypothesized that PSFit has a positive relationship towards OCB. Past literature of OCB and PS Fit and its relationship should provide a direction for additional research to be empirically validated, to be practically used and to be extended in its line of research.