

## Organizational Citizenship Behaviours in For-Profit, Public And Nonprofit Organizations\*

<sup>1</sup>Bartosz SEILER and <sup>2</sup>Hanna BORTNOWSKA

University of Zielona Góra, Zielona Góra, Poland

<sup>1</sup><https://orcid.org/0000-0003-0380-746X>

<sup>2</sup><https://orcid.org/0000-0002-7327-7524>

Correspondence should be addressed to: Bartosz SEILER, [b.seiler@wez.uz.zgora.pl](mailto:b.seiler@wez.uz.zgora.pl)

\* Presented at the 43th IBIMA International Conference, 26-27 June 2024, Madrid, Spain.

### Abstract

Organizational citizenship behaviours (OCBs) are behaviours that go beyond the formal role and are organizationally functional. Research results point to the existence of relationships between OCBs and factors connected with job characteristics and the functioning of the organization. But will organizations of different types: for-profit, nonprofit and public show different levels of OCBs? Literature review conducted to this end found that so far this has only been examined for for-profit and public entities, leaving out nonprofits (NPOs). The purpose of the article is to determine whether there are differences in the level of OCBs between for-profit, public and nonprofit organizations. A cross-sectoral study (a survey) was conducted in 2022. The sample consisted of employees representing three types of organizations. It was conducted using the OCB scale developed by Spector. It was found out that for-profit, public and nonprofit organizations show different levels of OCBs. The highest level of OCB-P (toward people in the organization) was reported in NPOs, while the highest level of OCB-O (toward organization) - in public entities.

**Keywords:** Organizational Citizenship Behaviours; for-profits; public organizations; nonprofits