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RELATIONSHIP BETWEEN ORGANIZATIONAL LEARNING CULTURE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR: LOOKING THROUGH THE LENSE OF CAREER ANCHORS

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ABSTRACT

Organizational Learning Culture of an organization plays a vital role in motivating its employees to generate and share new ideas, concepts and knowledge. The current study was quantitative in nature where the data were collected with the help of standardized questionnaires. Questionnaires were distributed among 350 employees of software houses and IT firms, out of which 305 questionnaires were returned with the response rate of 87%. A Pilot test was employed with 50 participants to safeguard against obtaining invalid or irrelevant data, prior to the field activity. The study period was (December 2015-May 2016).The results were analyzed with the help of SPSS (version 20.0) through correlation and regression analysis. In addition, Baron and Kenny's (1986) four conditions of mediation were also tested to check the mediation effect of career anchors between the OCB (dependent variable) and OLC (independent variable). Results suggested that Organizational Learning Culture was directly related to the Organizational Citizenship Behavior and Career Anchors showed a partial mediation effect between the two. The study is first one to investigate these variables together and the role of career anchors in relationship of OLC and OCB was not previously tested, specifically with reference to Pakistan. The study provides new insights to literature and practice by finding the role of career anchors to bridge up the relationship between Organizational Learning Culture and Organizational citizenship Behavior.

Keywords: Organizational Learning Culture (OLC), Organizational Citizenship Behavior (OCB), Career Anchors