

Prosocial motivation and psychological capital improve organizational citizenship

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ABOUT THE STUDY

This study intends to the significance of organizational citizenship behavior in Public and private hospitals. Find the impact of prosocial motivation and psychological capital on organizational citizenship behavior. We likewise attempted to explore the work environment incivility as a moderator. We examined the workers of public and private hospitals. All information were collected nearby during paid working hours with no sort of surmising from the author. Nurses and their immediate manager were overviewed at double cross focuses to limit normal strategy predisposition. At Time 1, 146 nurses finished study on predictors (prosocial motivation, psychological capital) and moderator (workplace incivility). At Time 2, two weeks after Time 1, 35 doctors give their perception about organizational citizenship behavior of nurses. It shows that prosocial motivation triflingly affects organizational citizenship behavior when an undeniable level of work environment incivility was noticed. Then again, psychological capital made a critical positive impact on organizational citizenship behavior, even when there was a lower level of workplace incivility exists. The outcomes revealed that hospital ought to make progress toward the negligible degree of workplace incivility to further develop the organizational citizenship behavior. The hospitals ought not to endure the uncivil behaviour to guarantee the significant high level of organizational citizenship behavior even at lower prosocial motivation levels. However, on the off chance that nurses are prosocially inspired, the level of their organizational citizenship behavior will be at its ideal level without any workplace incivility which brings about a definitive advantage to patients. Moreover, organizational citizenship behavior of nurses will be at ideal level in hospitals when they are equipped

with trust, self-viability, confidence and flexibility with the main condition that there should be low work environment incivility prevailed. The area that was taken to check the OCB was hospitals, including public and private hospital. The respondents of the study were doctors (chiefs) and nurses (subordinates). According to social point of view, recommended that medical instructions and fundamental psychological clinical organizations ought to be thought about while investigating the OCB of the workers in the medical center.

This study is restricted from following aspect like generalizability of discovering, examining, and cultural context. For instance, because of particular attributes of exploration area, the generalizability of the finding might be restricted. Besides, the instance incorporates greater part of the respondents from private hospitals which likewise restricts the generalizability of study discoveries. It is additionally clear that attendants for the most part manage the aging people in the hospitals along these lines, there may be inclination in the outcomes. Additionally the other staffs of the medical clinic for instance administrator staff, helper staff were not a part of this study. Further examinations should manage huge, yet medium and small hospitals including staff other than attendants and doctors also so that testing could be reasoning and free of biasness. The OCB's (Organizational Citizenship Behavior PsyCap) sensitivity level might be influenced because of unique culture along these lines future studies might test our proposed model at cross-cultural level. For instance, academician can concentrate other under non-industrial nations of world also. Moreover, a relative report on people in general and private hospitals could create the significant outcomes.

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