



**HRDM PRACTICES AND SELF-CONCEPT AS ANTECEDENTS OF
OCB**

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DECLARATION OF ORIGINAL WORK



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FACULTY OF BUSINESS MANAGEMENT

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- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

A handwritten signature in black ink, appearing to be 'SM', written over a horizontal line.

Date: 23. DECEMBER 2015

TABLE OF CONTENTS

	Page
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF TRANSMITTAL	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v-viii
LIST OF FIGURE	ix
LIST OF TABLES	ix
ABSTRACT	x
CHAPTER 1 : INTRODUCTION	
1.1 Background of study	1-4
1.2 Problem Statement	4-7
1.3 Research Questions	7-8
1.4 Research Objectives	8
1.5 Scope of Study	9
1.6 Significance of Study	
1.6.1 Contribution to industry	9-10
1.6.2 Contribution to Knowledge	10
1.6.3 Contribution to Future Research	10-11
1.7 Definition of Key Term	11-12
1.8 Limitation	12-13
1.9 Summary	13

CHAPTER 2 : LITERATURE REVIEW

2.0	Introduction	14
2.1	Conceptual discussion	
2.1.1	The Concept of Organization Citizenship Behavior	14-17
2.1.2	Social Exchange Theory	17-19
2.1.3	Self-concept	19
2.1.4	Human Resource Diversity Management Practices	19-20
2.1.5	Training and Development Diversity Management	20-21
2.1.6	Compensation Diversity Management	21
2.1.7	Career Advancement Diversity Management	21
2.1.8	Organization Identification	22
2.1.9	Task Interdependent	22-23
2.2	Previous Research	
2.2.1	The Relationship between Training and development diversity Management and OCB	23-24
2.2.2	The Relationship between Compensation Diversity Management and OCB	24
2.2.3	The Relationship between Career Advancement Diversity Management and OCB	25
2.2.4	The Relationship between HRDM practices and OCB	26
2.2.5	The Relationship between Organization Identification and OCB	27
2.2.6	The Relationship between Task Interdependence and OCB	28
2.3	Theoretical Framework	29
2.4	Hypothesis	30-31
2.5	Conclusion	31

ABSTRACT

Organizations today constantly have to discover new ways to be successful and respond to challenges. The employments of workforces who are motivated and willing to exhibit extra role behaviors are important for the survival of the organizations. This study attempts to provide a comprehensive understanding of the antecedents of public employees' organizational citizenship behaviors (OCBs). Using Social exchange theory and Self concept as an overarching framework this study proposed a framework connecting human resource diversity management practices and components of self-concept are examined as major antecedents of (OCBs) in this study. The sample was drawn from local Hospital's employees. Out of 210 surveys distributed, 100 surveys were returned. Hierarchical multiple regression analyses were used to test hypothesis posited in this study. The regression result indicated that HRDM practices and self concept components are important predictors of employees OCB (OCBO and OCBI) within public Hospital. Future research and managerial administration recommendation extracted from the finding were discussed.