

A STUDY ON AWARENESS OF  
ORGANIZATIONAL CITIZENSHIP BEHAVIOUR  
(OCB) AMONG ACADEMICIANS IN PAHANG  
SKILLS DEVELOPMENT CENTRE (PSDC)  
KUANTAN

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## ABSTRACT

Organizational Citizenship Behavior (OCB) can be interpreted as the actions taken by employees that are beyond their work scope and what are expected by the organization. It is the action in which they are not given any reward for the behavior. The goal of OCB for an organization was an effort to turn the whole organization into an active and independent environment. Mostly in an organization, OCB was less practice by the academicians or other employees. In addition, they were not aware about the importance of OCB in their workplace. Based on previous studies, a study was carried out in order to study the awareness of OCB among academicians in Pahang Skills Development Centre (PSDC), Kuantan. The results had shown that the academicians in PSDC not aware of OCB based on the elements that were used to measure the awareness of OCB including job satisfaction, organizational commitment and job stress. The reason why they were not aware of OCB because they have never been exposed to the importance of OCB at workplace, they do not know any benefit when practicing OCB in the workplace, they feel that they do not need to know about OCB because of their comfortable work environment and OCB concept is still less implemented in the organization in Malaysia.

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