3B – 0GС(ΛРε –(1)   ①

Vision: The Journal of Business Perspective

Sustainable Leadership and Organizational Citizenship Behaviour: Exploring Mediating Effect of Corporate Social Responsibility

Ratika Sikand, Shaily Saxena

Article Information

Ratika Sikand[1], Shaily Saxena[2]
[1] Trinity Institute of Professional Studies, Dwarka, New Delhi, India
[2] Trinity Institute of Innovations in Professional Studies, Greater Noida, Uttar Pradesh, India

Corresponding Author:

Ratika Sikand, Trinity Institute of Professional Studies, Dwarka, New Delhi 110075, India. E-mail: ratika22@yahoo.co.in

Abstract

In this era of cut-throat competition, organizations are always in search of employees who can go one step beyond their formal job description in an effort to enhance productivity. This has drawn considerable attention among management researchers to the concept of organizational citizenship behaviour. Despite the fact that there have been a few studies to understand leadership as a precedent for organizational citizenship behaviour, literature aimed at studying the impact of sustainable leadership on organizational citizenship behaviour is relatively inadequate. The present article aims to analyse and integrate the mediating role of employees' perceived CSR on the relationship between sustainable leadership and organizational citizenship behaviour. Skewness and kurtosis were performed to check the normality of the data, EFA and CFA were performed to check the validity of the instruments, and path analysis was done to check the direct and indirect relationships between the constructs. The results indicate that in IT organizations, where sustainable leadership is encouraged and CSR is also performed well, employees show increased organizational citizenship behaviour. Further, sustainable leadership also increases the CSR initiatives taken by IT