

## **A Study on Element of Transactional Leadership Trait Influence In Organisational Citizenship Behaviour.**

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### **Abstract:**

*The organizational citizenship behaviors are defined as individual and voluntary acts, which the organization's formal reward system does not recognize explicitly, and which promote its proper functioning. These behaviors have been attracting scholars' interest as they have shown to be responsible for obtaining more motivated individuals with competences focused on effectively complying with the short and long-term organizational objectives through the element of transactional Leadership trait. The Transactional Leadership is a very popular and commonly used trait when trying to promote great leadership qualities. Essentially, this trait is defined as, leaders or managers motivating the group to perform based on punishments and incentives. This can be achieved by forming the right set of rewards and punishments that will persuade the group to perform at an exceptional level. From this research paper we identify the elements of transactional Leadership influence in Organisational citizenship Behaviour.*

**Key Words: Organisational Citizenship Behaviour, Transactional Leadership, Reward, Coercive force, Leadership trait,**

### **1. Introduction**

There is universality in the transactional–transformational leadership paradigm. That is, the same conception of phenomena and relationships can be observed in a wide range of organizations and cultures Transactional Leadership, also known as managerial leadership, focuses on the role of supervision, organisation, and group performance; transactional leadership is a style of leadership in which the leader promotes compliance of his followers through both rewards and punishments. Unlike Transformational leadership, leaders using the transactional approach are not looking to change the future; they are looking to merely keep things the same. These leaders pay attention to followers' work in order to find faults and deviations. This type of leadership is effective in crisis and emergency situations, as well as when projects need to be carried out in a specific fashion.

A leader as one of the determiners in organizational direction and objectives must be able to respond to the development. Basically, leadership is a process influencing activity in a group directed toward the achievement of one or several objectives. In the context of empowerment of human resources in order to produce professional employees having high integrity, the presence of a standard is required which can be used as a guideline by the organization in solving the problems. Such guideline is the organizational citizenship behavior which systematically directs the employees to improve their work commitment. In this research

paper element of transactional leadership influence in Organisational citizenship behaviour is discussed.

## 2. Objectives of the study

1. To study about Organisational Citizenship Behaviour.
2. To study about the Transactional leadership trait.
3. To know the relationship of promotional opportunity with age of the employees.
4. To study about the demographic details of the employees.

## 3. Scope of the study

This study provide the selected leadership trait of OCB, and also provide a replica of other various traits influencing in OCB.

## 4. Research Methodology

This is an analytical research paper and the primary source of data was collected from various Garment Industry to analyze the Transactional leadership trait on Organisational citizenship Behaviour. The secondary data was collected from books, journals, websites and other related materials. The Data was collected from Chennai based on convenient sampling method and the samples were collected based on Random Sampling Method the data were collected through questionnaire method from 500 employees of the selected Garment sector. From 500 employees, I scrutinized the data from 650 employees based on information filled by them. So my sample size was 500.

### Statistical Tools Used

Chi-square analysis, Correlation analysis and percentage analysis were used.

### Purpose of OCB

1. Cost effective Management.
2. Improve efficiency and effectiveness.
3. Reduce absenteeism and turnover
4. Achieve organizational target without time delay.
5. Less supervision, more productivity.

**Table 1- DEMOGRAPHIC FACTORS:**

Factor	Description	No of respondent	Percentage of respondent	Total
Gender	Male	420	84%	500
	Female	80	16%	
Age	25-35 years	120	24%	500
	35-45 years	240	48%	
	45 and above	140	28%	

Income	15k-25k	270	54%	500
	25k-35k	50	10%	
	35k-45k	100	20%	
	45k and above	80	16%	
Educational Qualification	10 <sup>th</sup> standard	70	14%	500
	12 <sup>th</sup> standard	80	16%	
	Diploma	100	20%	
	UG	220	44%	
	PG	30	6%	
Experience	Below 2 years	150	30%	500
	2-5 years	200	40%	
	5-10 years	70	14%	
	10 and above years	80	16%	

Source: Primary Data

**Table2- INFLUENCING TRANSATIONAL LEADERSHIP TRAIT ON OCB**

Level of acceptance	Reward	Management by Exception	Goal settings	Total
Strongly Agree	35	35	50	120
Agree	100	70	80	250
Neutral	30	32	38	100
Disagree	5	6	9	20
Strongly Disagree	3	4	3	10
	173	147	180	500

Source: Primary Data

**Table 3- Chi SQUARE ANALYSIS**

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
35	41.52	6.52	42.5104	1.02385
100	86.5	13.5	182.25	2.1069364162
30	34.6	4.6	21.16	0.6115606936
5	6.92	1.92	3.6864	0.532716763
3	3.46	0.46	2.116	0.0611560694
35	35.28	0.28	0.0784	0.00222222
70	73.5	3.5	12.25	0.166666666
32	29.4	2.6	6.76	0.2299319728
6	5.88	0.12	0.0144	0.0024489796
4	2.94	1.06	1.1236	0.3821768707
50	43.2	6.8	46.24	1.0703703704
80	90	10	100	1.111111111
38	36	2	4	0.111111111
9	7.2	1.8	3.24	0.45
3	3.6	0.6	0.36	0.1
			Total	7.9622592367

Ndf at 5% level of Significance (5-1)(3-1)=(8,0.05)=15.5073.

Table Value (15.5073) is greater than calculated chi square value (7.9622592367). So accept H<sub>0</sub> reject H<sub>1</sub>. So there is no significant difference between the Variables.

## 5. Finding

From this study, there is a no significant difference between OCB and. Transactional Leadership traits.

## 6. Conclusion

Organisational citizenship behavior describes a wide range of individual behaviour that go beyond the assigned regular tasks, often for the benefit of the firm – and that may be motivated by personal aspirations. Much research is needed to validate the ideas expressed in this paper. Positive character related to individual as well as organization will leads to their own Welfare.

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