

Organizational Citizenship and Mobbing Behavior of Secondary School Teachers

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ABSTRACT The aim of this study is to examine the relationship between organizational citizenship behavior displayed and mobbing behavior faced by teachers working in general and vocational secondary schools. The survey falls under the scope of quantitative research and has been conducted in the model of relational screening. The "Organizational Citizenship Behavior" scale and the "Negative Acts Questionnaire" scale used data collected from 402 teachers working in 16 schools located in Ankara province. The survey findings indicate that teachers display organizational citizenship behavior at the level of "medium" and organizational mobbing behavior at the level of "little". The findings indicate that the type of school makes a significant difference in both organizational citizenship behavior displayed and mobbing behavior faced. The regression analysis results indicate that organizational mobbing behavior is a significantly predict the organizational citizenship behavior displayed by the teachers. Mobbing behavior explains 40 percent of total variance in organizational citizenship behavior displayed by teachers.