ABSTRACT

Aims: The relative importance of Organizational Citizenship Behaviors (OCB) in organizations is established. Organizational culture has been proven to influence OCB. However, less have studied the interaction of the two organizational variables among local government units. This study intends to describe the city government of Digos’ organizational culture and organizational citizenship behavior and examine the relationship between them. This research also endeavors to investigate the influence of profile variables namely employees’ age, sex, position, department and years of service on the organizational citizenship behavior.

Study Design: This study adopts the quantitative, non-experimental research design particularly the causal-correlational design. The independent variable is the organizational culture with the
dimensions, dominant characteristics, employee management, organizational leadership, organizational glue, strategic emphasis and criteria of success. The dependent variable on the other hand is organizational citizenship behavior with the indicators altruism, courtesy, sportsmanship, conscientiousness and civic virtue.

**Place and duration of Study:** This study was conducted in the City Government of Digos City, Province of Davao del Sur, Region XI, Philippines from the period January 2018 to June 2018.

**Methodology:** Two questionnaires were utilized namely the Organizational Culture Assessment Instrument (OCAI) and the 25-item organizational citizenship behavior scale. These were administered to 196 employees of the City Hall of Digos. Following the correlational research design, the study made use of the mean, Pearson product moment correlation coefficient and the general linear model as statistical tools to address the objectives of the study.

**Results:** For organizational citizenship behavior of the city government of Digos, results indicate that the dimensions namely altruism, courtesy and sportsmanship were found to be high while conscientiousness and civic virtue were found to be very high. Elements of organizational culture had significant correlation with particular dimensions of organizational citizenship behavior. It was found that the dominant characteristic have significant correlation to courtesy. The organizational leadership was also found to significantly correlate with conscientiousness. The employee management culture was also found to significantly correlate with. The strategic emphasis culture also significantly correlates with civic virtue. The criteria for success scenario significantly correlated with altruism. The results of the analysis using the general linear model to identify profile variables that significantly influence the different organizational citizenship behavior indicators. It was found that the employees’ sex had a significant influence of altruism. Courtesy and sportsmanship was significantly influenced by employees’ department and sex. Conscientiousness and civic virtue were affected by employees’ department.

**Conclusion:** Prevailing organizational culture of the city government of Digos under the context of dominant characteristics, organizational leadership, management of employees, organizational glue, strategic emphasis and criteria of success were found. The level of organizational behavior was also described as high for the indicator’s altruism, courtesy and sportsmanship, while conscientiousness and civic virtue of the organization were described as very high. Significant relationships also existed among various organizational culture scenarios and indicators of organizational citizenship behavior. Finally, it was found that employees’ sex and department significantly influenced specific indicators of organizational citizenship behavior.