

## **Editorial**

This issue focuses on Organizational Citizenship Behaviour (OCB) and its influence on performance of employees in various organizational settings. The first three articles reinforce the fact that OCB is critical to organizations and do influence a number of output variables, thus increasing overall organizational effectiveness. The fourth article explores systematically foreign exchange in the Indian IT Sector.

OCB over the last four decades has received a lot of attention and has contributed considerably to the literature of Psychology and Management. Individuals who make up organizations exhibit a range of behaviours from just maintaining affiliation to involving in extra role behaviour by going the extra mile for one's own and the organization's benefit. These discretionary behaviours not defined nor rewarded by organizations that go beyond job descriptions are termed OCB. These behaviours are positive for organizational sustainability and benefits both employees and managers.

Sonam's article on a mining company found positive relationship between leadership and OCB. Personality of employees and leadership was found to influence OCB. She recommends the use of personality tests in employee selection to increase the likelihood to exhibit OCB which will help improve organizational effectiveness. For leader to be effective there must be an adequate and reasonably well balanced development in areas such as thoroughness, fairness, communication and so on.

Aditi, Sanjeela and Jain's study focus on social expectations, desire for personal growth, values system, professional attitude, teaching methodology and skill's effect on OCB of teachers in higher education. They found significant relationship between age and professional attitude, teaching methodology & skills, experience and value system, teaching methodology & skills, educational qualification and social expectation, desire for professional growth, value system and professional attitude. They suggest teachers to go beyond the syllabus, better work-life balance, faculty empowerment and a better remuneration as strategies for increased engagement and OCB.

Naga and Rupal explore role efficacy and OCB of nurses and found that influence and civic behaviours and conscientiousness were significantly positively correlated, whereas integration and courtesy, confrontation and sportsmanship were significantly negatively correlated. They suggest that it is worthwhile to consider whether supervisors can be trained to increase the role efficacy of subordinates and thus also have an additional positive impact on the organization through OCB of subordinates. This might mean up skilling supervisors in areas of coaching employees and helping employees perceive aspects of their role's potential that they might be unaware.

As foreign exchange fluctuations have an adverse impact on Information Technology firms which are already under tight liquidity constraints, often leading to financial distress, Mihir and Manoj opine that firms must evaluate their foreign exchange exposure in order to effectively hedge their foreign exchange risk. In their study they found significant positive foreign exchange exposure in the Indian IT sector, and decreasing foreign exchange exposure across large-cap, medium-cap, and small-cap IT firms, according to operational scale. They suggest that large IT companies in particular should undertake hedging in order to reduce their foreign exchange exposure levels. Also, companies may consider routing payments through subsidiary companies in order to eliminate transaction exposure.

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