

**ORGANIZATIONAL CITIZENSHIP BEHAVIORS AND THEIR IMPACT ON JOB
PERFORMANCE EXPLORATORY STUDY ON HIGH GOVERNMENTAL SCHOOLS
TEACHERS IN KINGDOM OF BAHRAIN**

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ABSTRACT

This research aims at studying the behaviors of organizational citizenship and their impact of the job performance in Kingdom of Bahrain. This is in addition to identifying organizational citizenship behaviors of High governmental schools' teachers in Kingdom of Bahrain, and the actual job performance of high governmental schools' teacher in Kingdom of Bahrain with all its aspects.

The researches based on the analytic descriptive approach, using questionnaire to know the high schools' teachers' opinion, who are 356 teachers, randomly chosen out of 1237 teachers concerning the organizational citizenship behaviors and their impact on job performance.

The research had concluded that there is a relation between organizational citizenship behaviors which consist of : (gentility, preference, sportive morale, consciousness) and the job performance of high governmental schools' teachers in Kingdom of Bahrain.

The results had also indicated that there are static differences in organizational citizenship behaviors level for high governmental schools' teachers in Bahrain due to the personal varieties such as (sex, age, qualification). The research recommended that it is necessary to spread organizational citizenship behaviors' culture to create self-liability and significant performance.

KEYWORDS: Performance, Organizational Performance, Citizenship, Citizenship Behaviors Organizational Citizenship