

**PERSONAL-ORGANIZATIONAL FACTORS, OCB, AND JOB PERFORMANCE: THE GOVERNANCE
BANK EMPLOYEES**

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[dx.doi.org/10.18374/IJSM-14-2.9](https://doi.org/10.18374/IJSM-14-2.9)

ABSTRACT

Nowadays, the economic development on the basis of human resource development is viewed as a sustainable for organization. Therefore, the organization needs to reinforce the employees enthusiastically on their tasks with full capabilities and to perform other tasks that are beyond the scope of their works in order to move forward with a certain growth. This paper proposes a part of a larger effort to study of the effective factors to economic development, in terms of personal factors, organizational factors, organizational citizenship behavior (OCB), and job performance in the governmental bankers. The dataset was analyzed through the multiple correlation and regression method. The results were that OCB positively relate to job performance, whereas personal factors have positive relation to OCB and job performance. As a consequence, the bank administrator should recognize the importance of required personality improvement for achieving the ultimate efficiency of an organization and empowering ability toward bank competition in the upcoming future.

Keywords: *organizational citizenship behavior, job, governance*