



## The Effect of Organisational Ethical Culture on Organisational Citizenship Behaviour of Information Technology Organisations in Egypt

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### ABSTRACT

*The purpose of this study is to investigate the effect of organisational ethical culture on organisational citizenship behaviour of information technology employees in Egypt. The research adopted a modern organisational citizenship behaviour construct to avoid outdated, unnecessary dimensions in older constructs. The research used a quantitative approach to collect the data from four information technology organisations in Cairo and Giza. The data were analysed using Spearman's rank correlation coefficient and Multiple Linear Regression Analysis. The results show that organisational ethical culture had a significant positive effect on employees' organisational citizenship behaviour. Nevertheless, a few sub-variables had insignificant effects like; Clarity's insignificant effect on employees' voice behaviour, Feasibility's insignificant effect on employees helping behaviour, Transparency's insignificant effect on employees' sustainability, and sanctionability's insignificant effect on employees' social participation. These results indicate that managers should encourage transparent resource allocation and encourage informal relationships. More recommendations are presented in this paper that can help organisations benefit from the desirable and numerous consequences of organisational citizenship behaviour and organisational ethical culture.*

**KEYWORDS:** Information technology organisations, Organisational ethical culture, Organisational citizenship behaviour.

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