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### Abstract

This chapter provides an introduction and overview to the *Handbook of Organizational Citizenship Behavior*. It begins with a brief discussion of how organizational citizenship behavior (OCB) was traditionally defined and then explores the reasons why this concept has gained so much attention in the past three decades. Following this, we provide an overview of the *Handbook*. Specifically, the *Handbook* is organized into four sections: the history and meaning of organizational citizenship behavior; the consequences of OCB; the antecedents of OCB; and moving forward. Finally, we provide a brief description of the contents of the chapters in each of these sections.

**Key Words:** organizational citizenship behavior, OCB, antecedents of OCB, consequences of OCB, extra-role behavior

The purpose of this *Handbook* is to provide a broad and interdisciplinary review of state-of-the-art research on organizational citizenship behavior (OCB) and related constructs such as contextual performance, prosocial behavior, voice behavior, and proactive behavior in the workplace. Chapters will address the conceptualization of OCB; the antecedents and consequences of this behavior; and the methodological and measurement issues that are common when studying OCB. In addition, this book will focus on pushing future scholarship in these and related areas by identifying substantive questions, methods, and issues for future research. The overarching goal of this *Handbook* is to offer a single resource that will inform and inspire scholars, students, and practitioners of the origins of this construct, the current state of research on this topic, and potentially exciting avenues for future exploration. As such, it is designed to meet the needs of a broad spectrum of researchers and advanced undergraduate and graduate students in a variety of disciplines, including management, organizational behavior, human resources management, industrial

and organizational psychology, as well as those interested in studying citizenship behavior in a variety of organizational contexts, including marketing, nursing, engineering, sports, and education.

### Motivation for the *Handbook*

There are several reasons why we believe a book that summarizes the current state of research on OCB is needed. Since the OCB concept was first developed and reported in two articles in the early 1980s (Bateman & Organ, 1983; Smith, Organ, & Near, 1983), the amount of interest in OCB has dramatically increased. As indicated in Figure 3.1, of the over 4,900 articles published in the literature on OCB and related constructs from 1963 to 2017, approximately 63% have been published within the past 10 years and over half (51%) have been published in the just the past 5 years (Web of Knowledge, 2018). In addition, some of the most highly cited articles in the field of management and Industrial/Organizational psychology have focused on OCB. Therefore, the publication of this *Handbook* comes at a time when OCB research is