



WORKPLACE ATTITUDE AND GRATITUDE:

HOW INCLUSION IN THE WORKPLACE CAN IMPACT ORGANIZATIONAL CITIZENSHIP BEHAVIORS
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BACKGROUND

- More than half of employees are less than completely satisfied with their job (Gallup, 2023).
- Fifty-seven percent of former employees said they left their job because they felt disrespected at work (Parker & Horowitz, 2023).
- Forty-two percent of employees felt their job did not contribute to an important element of job satisfaction - a sense of identity (Gallup, 2023).
- When employees do not feel valued, they are less likely to contribute to their organization's culture. (Cortina et al., 2001), which may reduce engaging in helping behaviors.
- In this project, I will test the relationship between (a) inclusive culture and OCBs, (b) inclusive leadership and OCBs, and (c) inclusive leadership behaviors and inclusive culture.

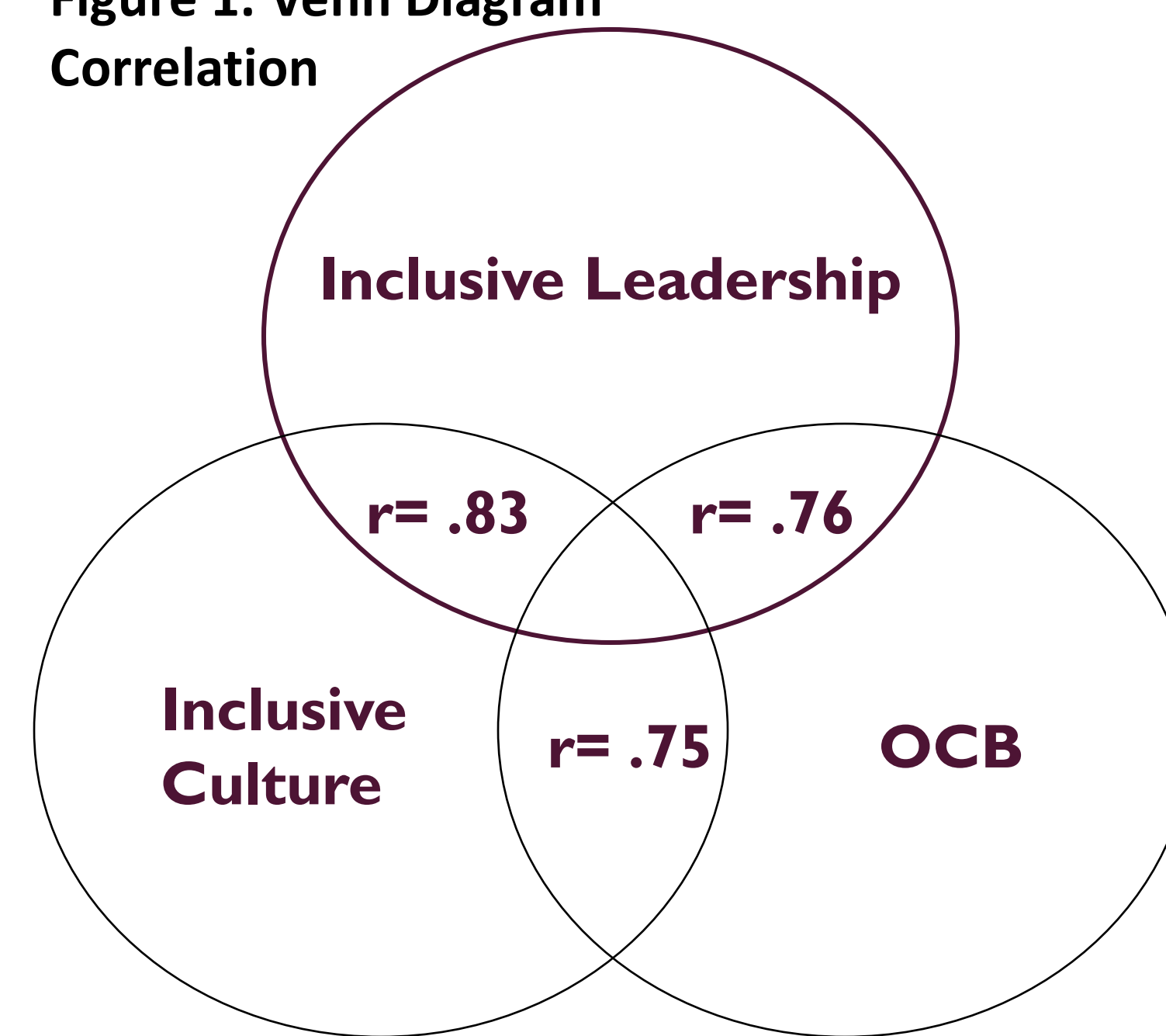
METHODS

- This research is being conducted with a participant sampling pool from Prolific, through a non-experimental survey created and hosted through Qualtrics.
- The survey consists of questions relating to industry, demographics, diversity beliefs, perceptions of inclusion, and similarity with the leaders in their work setting in addition to validated scales to measure inclusive leadership behaviors (Veli Korkmaz et al., 2022), inclusion culture (Romansky et al., 2021), and OCBs (Podsakoff et al., 2000).
- We conducted internal reliability testing for each scale of our survey. Each of the constructs were confirmed as reliable ($\alpha < .9$).
- Factor analysis was also conducted for the two types of organizational citizenship behaviors (OCBs). The items in the OCB-I subscale are related and distinct from all the items in the OCB-O subscale.

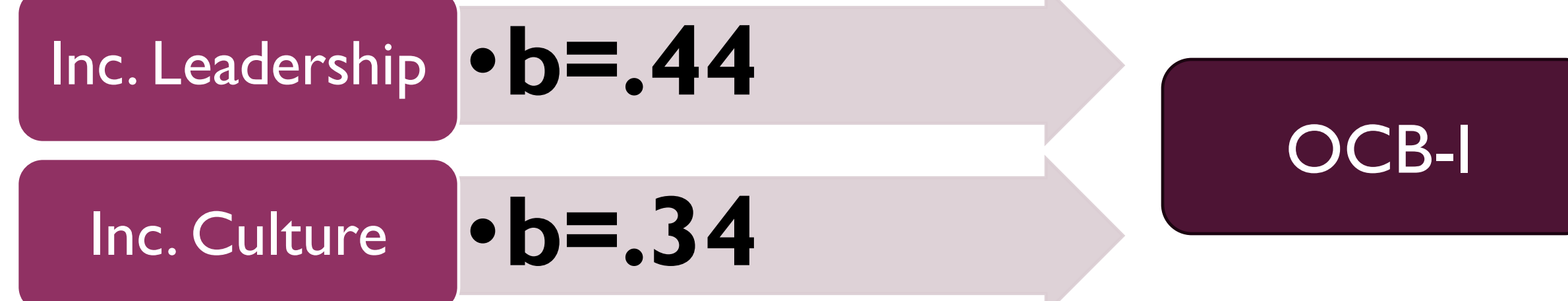
How are inclusive leadership behaviors related to helping behavior?
How is inclusive workplace culture related to helping behavior?

RESULTS

Figure 1. Venn Diagram Correlation



Inclusion Model



Covariates/ Equity Attitudes Model



Full Model



Bold = Statistically Significant

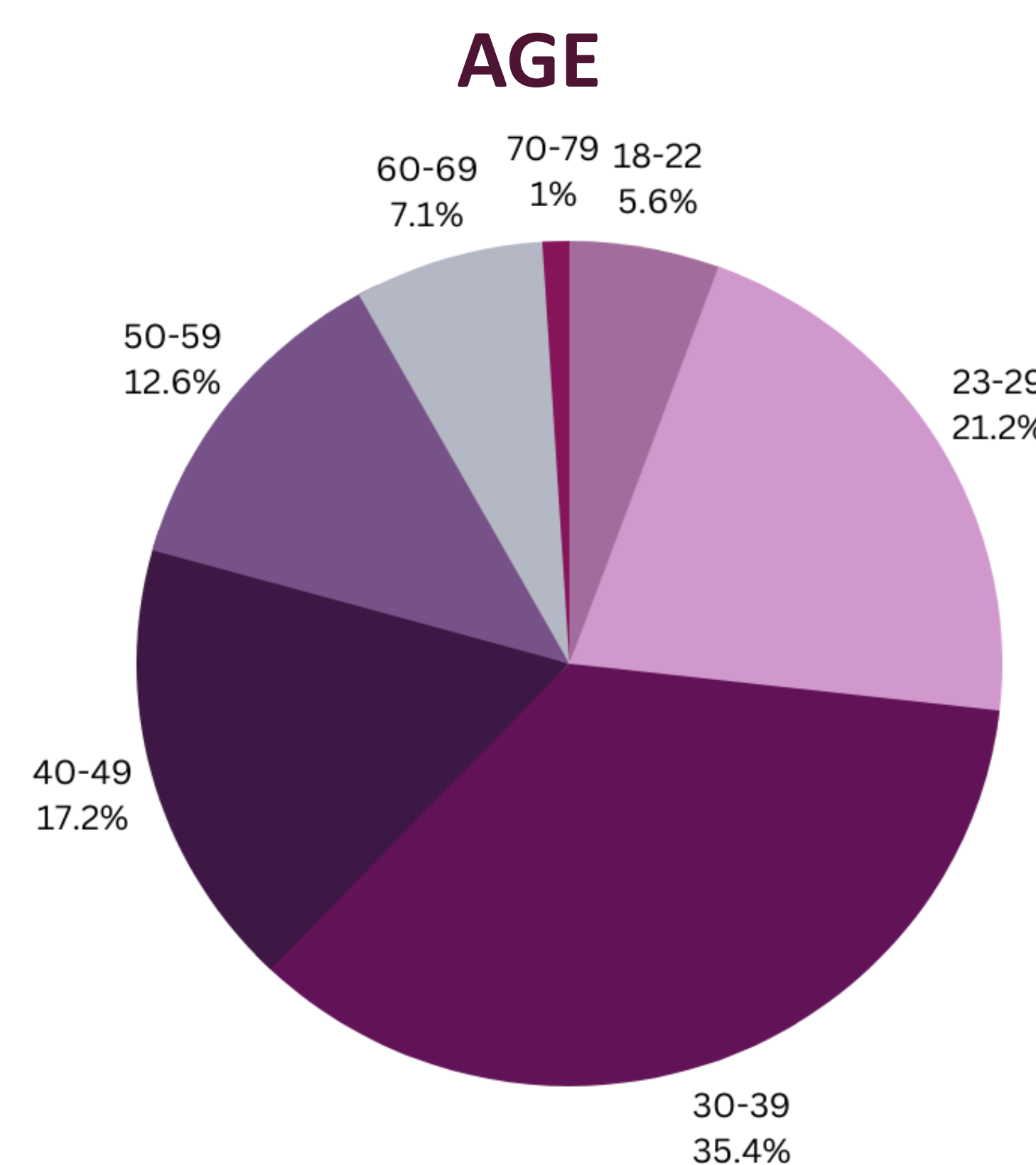


Figure 2. Pie chart of age of sample

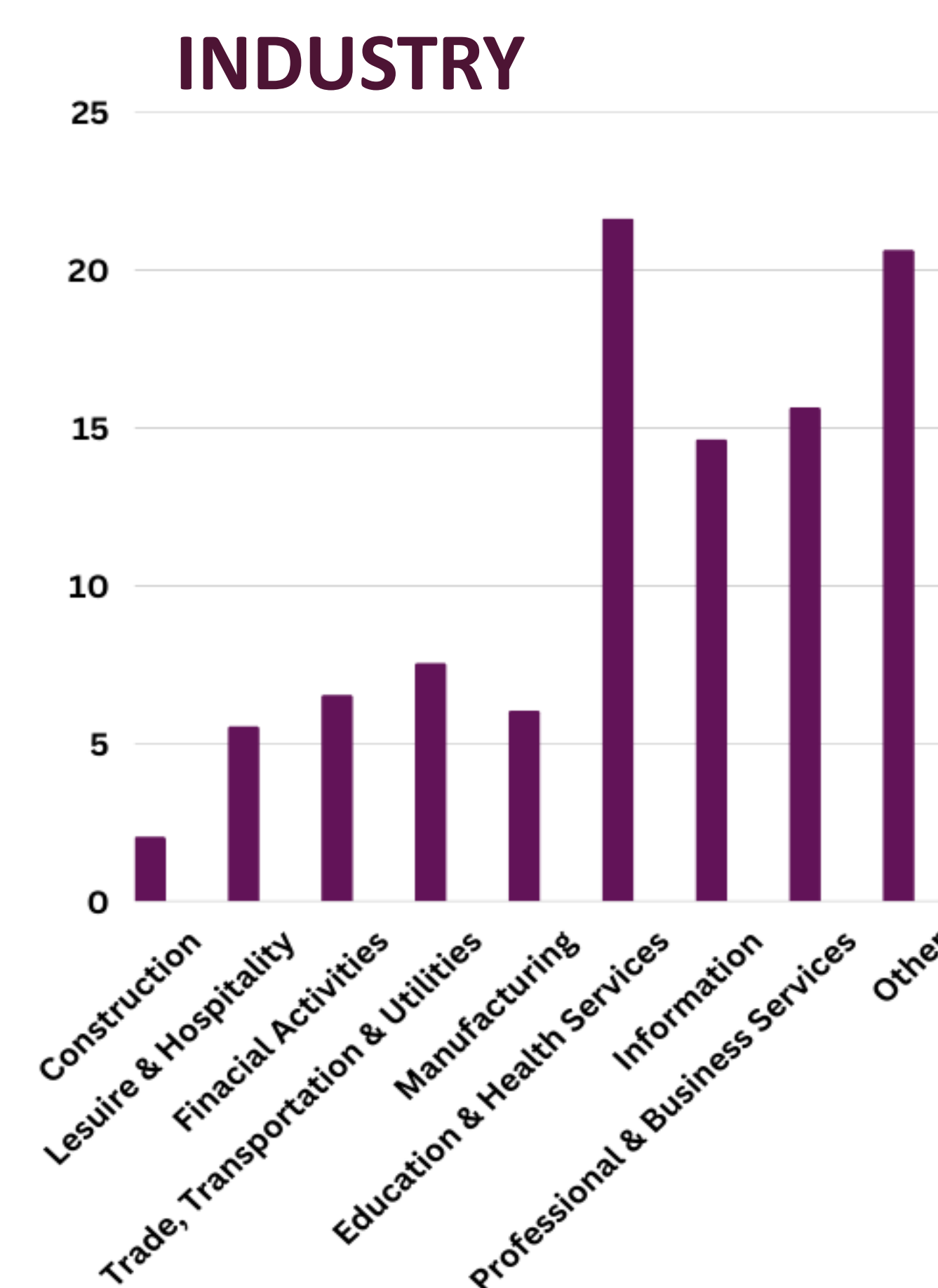


Figure 3. Graph of Industry of sample

GET IN TOUCH



Felicia Blodgett-Duran



Jennifer Griffith

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