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Engineering lecturers' competencies and organisational citizenship behaviour (OCB) at Kyambogo University

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Abstract

Purpose – The purpose of this paper is to establish the relevant competencies possessed by engineering lecturers and the relationship between those competencies and the exhibited organisational citizenship behaviours (OCB).

Design/methodology/approach – The study was carried out in two phases. Phase one was qualitative using a competency interview guide that was administered to ten engineering lecturers, selected using a purposive sampling design. From this interview, seven key result areas, competencies and critical outputs were obtained. Phase two was quantitative following the development of a questionnaire from the established competencies, key result areas and critical outputs. The questionnaire was administered to 110 engineering lecturers.

Findings – The study revealed that those lecturers who have the relevant competencies do exhibit