

The Impact of Impression Management Motives on Organizational Citizenship Behavior

Subashini, B. L. C.¹ and Thisera, T. J. R.²

The present study examined the impact of impression management motives on organizational citizenship behavior. Further, it focused on the dimensional (ingratiation, exemplification, self-promotion) impact on organizational citizenship behavior. This is a deductive and quantitative study. The study was conducted as a cross-sectional study using a sample of 100 executives and managerial level employees in Alumex PLC in Sri Lanka. Data were collected via a standard questionnaire. Regression analysis was used to test the hypothesis. The findings of the study showed that impression management and ingratiation have a negative impact on organizational citizenship behavior. Further, it revealed that there is no impact of exemplification and self-promotion on organizational citizenship behavior.

Keywords: *Impression Management, Ingratiation, Exemplification, Self-promotion, Organizational Citizenship Behavior*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [blcsubashini@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [jeewanthi@kln.ac.lk]