

## The Effect of Psychological Contract, Perceived Organizational Support, and Value Congruence on Organizational Citizenship Behavior: Social Exchange Theory Perspectives

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<b>Abstract</b>	<p>By considering the important role in improving the effectiveness of organizational function, researchers and business practitioners place a considerable concern to organizational citizenship behavior. This research attempts to figure out the antecedents of organizational citizenship behavior based on the social exchange theory perspective. Three variables proposed for this research, including psychological contract, organizational support, and value congruence, were tested to observe the influence to organizational citizenship behavior. This research used double linear regression on 191 employees of state-owned banks in Indonesia as the sample. The results show that the psychological contract, organizational support, and value congruence have a positive influence on organizational citizenship behavior of the employees by ensuring that the psychological contract of the employees is fulfilled, and the employees have congruence value to their organization.</p>
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