Abstract
For more than 30 years, researchers have investigated organizational citizenship behavior (OCB), with much of this work focusing on understanding why employees help their colleagues. Although this is important, it is also critical that employees are willing to accept assistance that is offered by peers; indeed, helping behavior should only enhance individual and organizational effectiveness if employees are actually willing to accept offers of assistance. In this presentation, I will describe the findings of an investigation of employees’ negative beliefs about accepting coworker help and their implications for employee attitudes, job performance, and reputation. Then, I will step back and explain how this study fits into a larger and growing body of work that challenges the notion that OCB is positive and explores its potential downsides. Here I will highlight some of my own work on how employees may experience citizenship pressure and how being a good organizational citizen may be associated with negative outcomes like stress, work-family conflict, fatigue, and moral licensing.

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All interested are welcome.