**Abstract**

The following study examined helping behaviors among college students in an academic setting. It was predicted that students who are highly conscientious will be more likely to engage in OCBs than others. Fifty participants completed an online assessment of their general personality and then read a list of expectations followed by a face-to-face session. Participants were asked to watch a video on etiquette techniques and answer a short quiz and survey afterwards. Participants were then asked by the experimenter to help organize scantron sheets before the next session began. Correlation analyses revealed that students who are highly conscientious were more likely to participate in OCBs by helping organize the scantron answer sheets. Results also indicated that the correlation between overall conscientiousness and OCBs was mediated by academic conscientiousness.

**Method**

Participants were 50 psychology students from Eastern Kentucky University. Participants completed an online survey that assessed their general personality and mood traits. They participated in a face-to-face session where they were asked to watch a video and fill out a quiz and survey. After being orally debriefed they were then asked by the experimenter to organize some bubble sheets. After five minutes the participants were then given the final debriefing form and thanked for their participation.

<table>
<thead>
<tr>
<th>Materials</th>
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<tr>
<td>•Online questionnaire (Big Five and OCB’s)</td>
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<tr>
<td>•Big Five Traits Personality Scale</td>
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<td>•Scantron sorting task</td>
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**Personality Traits that Predict Organizational Citizenship Behavior Among College Students**

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**Introduction**

- College students are often asked to perform a series of tasks that involve personal motivation and achievement, and helping other students with the task is perceived as strictly voluntary. In the workplace, these behaviors are referred to as organizational citizenship behaviors (or OCBs).
- OCBs are defined as “discretionary, ‘extra role’ behaviors, not formally rewarded or punished by the organization, which, in the aggregate, benefits the organization by improving efficiency and/or effectiveness”.
- The Big Five personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) may also play a role in an individual’s motivation to engage in such helping behaviors. People who are highly agreeable and conscientious may be more likely to go out of their way to help others with completing tasks.
- A possible mediation effect may also be a factor in explaining why certain individuals are more likely to engage in OCB’s than others.
- The current study tests the hypothesis that students who are highly conscientious will engage in more organizational citizenship behavior in an academic setting than others.

**Mediation Effect**

\[
\text{Academic Conscientiousness} \\
.40^{**} \\
\rightarrow \text{General Conscientiousness} \\
.28^{*} \\
\rightarrow \text{Academic Helping Behavior} \\
.33^{*} \\
\]

**Implications**

- Implications of this study are that a person’s academic conscientiousness can help to explain why their general conscientiousness is a predictor of their helping behavior.
- People who are highly conscientious are also likely to be academic conscientiousness which can both be explanations for why a person would be more likely to engage in OCB’s.
- The results of this study have implications for assessing the potential of teaching assistants, tutors, and student advisors.

**Results**

Regression Analyses indicated that Academic Conscientiousness was found as a mediation effect and gives an additional explanation as to why General Conscientiousness is a significant predictor of Academic Helping Behavior.