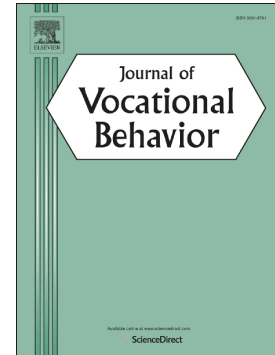


Accepted Manuscript

Using goal facilitation theory to explain the relationships between calling and organization-directed citizenship behavior and job satisfaction

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PII: S0001-8791(17)30019-2
DOI: doi: [10.1016/j.jvb.2017.03.001](https://doi.org/10.1016/j.jvb.2017.03.001)
Reference: YJVBE 3054
To appear in: *Journal of Vocational Behavior*
Received date: 9 May 2016
Revised date: 20 February 2017
Accepted date: 6 March 2017

Please cite this article as: Xie Baoguo, Zhou Wenxia, Jason L. Huang, Xia Mian , Using goal facilitation theory to explain the relationships between calling and organization-directed citizenship behavior and job satisfaction. The address for the corresponding author was captured as affiliation for all authors. Please check if appropriate. Yjvbe(2017), doi: [10.1016/j.jvb.2017.03.001](https://doi.org/10.1016/j.jvb.2017.03.001)

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Abstract

Despite an increase in research on calling, few studies have examined how calling influences overt workplace behaviors and job satisfaction. Drawing on goal facilitation theory we examined the psychological mechanisms underlying the effects of calling on organization-directed citizenship behavior (OCBO) and job satisfaction in a sample of 322 Chinese employees. The results showed that calling (employee-reported at time 1) was positively related to OCBO (supervisor-reported at time 2) and job satisfaction (employee-reported at time 2), and organizational instrumentality (employee-reported at time 2) provided an explanatory mechanism for these relations. The theoretical and practical implications of the findings are discussed.

Keywords: Calling, OCBO, job satisfaction, organizational instrumentality

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