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Presented by: Jeremy Bauer, MA, Graduate Student

***The Role of Citizenship Pressure within the Organization***

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**Keywords:** Counterproductive Work Behaviors, Organizational Citizenship Behaviors, deviance, Citizenship Pressure

**Objective:** The goals of this study are threefold. The first goal of the study is to determine how CP is associated with different motives for OCB. The second goal of this study is to investigate how CP relates to measures of job effort, OCB, and counterproductive work behaviors (CWB). CWBs are behaviors that can harm the organization and organizational members. The final goal of this study is to investigate the role of CP in regards to organizational attitudes (i.e., job satisfaction).

**Methods:** The sample consists of 136 employed participants who were recruited from classes at a large public university in the southeastern U.S. Additionally, coworker reports of OCB and CWB were obtained from 88 participants. Students were recruited to complete an electronic self-report survey (target survey) that contained all study variables. Participants were given a unique code and a survey link to enter online. They then entered the code once they completed the survey. Participants then wrote the unique code on the coworker instruction sheet that contained the link to the coworker survey. Participants were then instructed to give the sheet to a coworker. Coworkers then completed the online survey after they received the instruction sheet. The code was used to link the two surveys together.

**Results:** CP was significantly related to three different motives. In regards to OCB, Citizenship Pressure was negatively related to self-report OCB and coworker reported OCB. Citizenship Pressure was also positively related self-reported CWB but not coworker reported CWB. Citizenship Pressure was negatively related to job satisfaction.

**Conclusion:** Citizenship Pressure may not be helpful in promoting OCBs and may result in negative behavioral outcomes.

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Presented by: Adrienne Berarducci, PhD, Faculty

***Increasing Osteoporosis Awareness in the Workplace***

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**Keywords:** Osteoporosis, Intervention, Midlife, Workplace

**Objective:** An experimental study was conducted to determine if workplace participation in an evidence-based osteoporosis preventive intervention increased knowledge, self-efficacy, and intention to engage in osteoporosis preventive behaviors in mid-life women and if osteoporosis-related knowledge and self-efficacy predict intention to participate in preventive behaviors.

**Methods:** Instruments used included the Osteoporosis Knowledge Questionnaire (Berarducci, Lengacher & Keller, 2002), the General Self-Efficacy Scale (Sherer et al., 1982) and the Osteoporosis Preventive Intention Scale. The sample consisted of 165 working, midlife women (mean age = 46.25 years) randomized to an experimental (n = 88) or control group (n = 77). Multifactorial analysis of variance was used to assess changes in knowledge, self-efficacy and intention. Standardized regression analysis assessed predictive value of knowledge and self-efficacy on intention to engage in osteoporosis-preventive behaviors.

**Results:** Results indicated a significant increase ( $p < .001$ ) in osteoporosis-related knowledge in the experimental group as compared to the control group two-weeks following the intervention. Despite not reaching significance, experimental participants did increase self-efficacy ( $p = .056$ ) and intention ( $p = .056$ ). Predictor variables of knowledge and self-efficacy did not significantly predict ( $p = .345$ ) intention to engage in osteoporosis preventive.

**Conclusion:** Future increases in the number of older women in the workforce will have a significant impact on the practice of occupational health nursing. These data suggest that development of workplace osteoporosis-preventive interventions are warranted to assist women adopt skeletal health behaviors and prevent future fractures.



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