

Propositions of this dissertation

Antecedents of Turnover, Organizational Citizenship Behavior, and Workplace Deviance: Empirical Evidence from Indonesia

Debora E. Purba

1. If employers aim to select personnel with high levels of organizational citizenship behavior, they should choose employees with high scores on emotional stability and extraversion. (this dissertation)
2. In a collectivist country, leaders who are trustworthy will embed employees in the organization. (this dissertation)
3. It is useful to draw a distinction between on-the-job- and off-the-job embeddedness. (this dissertation)
4. In a collectivist country, employees may stay in the organization not because they fit with the organization but because their family prefers them to stay. (this dissertation)
5. In the process of searching for meaningfulness at work, calling-oriented employees tend to develop personal resources such as connections or friendships with other people at work, and therefore show high levels of organizational citizenship behavior. (this dissertation)
6. I don't differentiate between 'this is a job' and 'this is what I'm doing for fun'. It's sort of all simultaneous. (Spike Jonze)
7. Obtaining a PhD is all about persistence and perseverance.
8. *Mangan ora mangan asal kumpul* – Whether we have something to eat or not, the important thing is togetherness. (Javanese anecdote).
9. *Bagai kerakap di atas batu, hidup segan mati tak mau* –Living without a purpose is like fighting a losing battle. (Indonesian proverb)
10. That has been one of my mantras – focus and simplicity. Simple can be harder than complex; you have to work hard to get your thinking clean to make it simple. (Steve Jobs)
11. Some may opt to work in an organization because of the benefits and challenges it brings, but others work in an organization because they grew up there.