

Influence of Team Leadership and Team Commitment on Teamwork and Conscientiousness

Olukayode Ayooluwa Afolabi, Adekunle Adesina and Chris Aigbedion

Department of Psychology, Ambrose Alli University, Ekpoma, Edo State, Nigeria

E-mail: afolabi95@yahoo.co.uk

KEYWORDS Team. Leadership. Commitment. Conscientiousness. Organization

ABSTRACT With the introduction of teams in organizational operations and its benefits, successes at the team levels are expected to transcend to same at the organizational level. However, this is not always the case. This necessitated this study that examined the hypothesized influences of team leadership, team commitment on teamwork and conscientiousness (otherwise known as organizational citizenship behaviour, OCB). Questionnaires were used to collect data from 250 participants drawn from 25 teams at a crude oil exploring firm based in Port – Harcourt, Nigeria. Results confirmed only one of the four tested hypotheses. Of the two subscales of OCBs (teamwork and conscientiousness), team leadership was found to influence only teamwork and team commitment was found to have little or no predictive value on organizational citizenship behaviour. Finally, we recommended that OCBs be encouraged and sustained among Nigerian employees through monetary reinforcements.