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**Title :** Developing Situational Judgment Tests to Assess Organizational Citizenship Behaviours.

**Authors :** Benoit LOTHE & Isabelle Hansez

**Running title :** Developing SJT to assess OCB

**Abstract :** This study is a first step towards addressing the development of Situational Judgment Tests (SJTs) for the assessment of Organizational Citizenship Behaviours (OCB). Based on relevant best practices and recommendations from the literature, two distinct SJTs were specifically developed to comply with OCB assessment. The two SJTs differ with respect to their degree of job specificity. Data were collected through online surveys on two different samples (220 white-collar professionals and 139 university students). Concurrently, OCB were collected using self-reported measurement scales. The findings provide some empirical evidence to support the appropriateness of using SJTs as an alternative means to assessing job applicants' propensity to exhibit OCB.

**Keywords:** Situational Judgment Test, Organizational Citizenship Behaviours,

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