The primary aim of this study was to investigate the antecedents of organizational identifications and the effects of subgroup and superordinate identifications on intergroup differentiation and on extra-role behavior. Based on social identity theory and previous research on organizational commitment several hypotheses were formed and tested in two samples gathered from the same Finnish shipyard in 1996. Sample 1 consisted of the shipyard's own workforce and Sample 2 consisted of the employees of 20 different subcontractors working at the same shipyard. From them, measures of subgroup and superordinate identification, intergroup differentiation, intergroup competition, job satisfaction, perceived group prestige, discrimination, subgroup and intergroup contacts, non-instrumental orientation and extra-role behavior were obtained.

The results of this study gave support for the idea that identification and different identification profiles could be predicted from some of the variables used here. Identifications are, thus, strongly affected by contextual factors. Among the shipyard's own workers (Sample 1) identification with the shipyard was significantly related to increased levels of ingroup bias toward subcontractors working at the shipyard. The results based on Sample 2 clearly supported the main hypotheses here that the amount of subgroup identification (identification with the subcontractor) increases ingroup bias and superordinate identification (identification with the shipyard) decreases ingroup bias toward other subgroups under the same superordinate category (shipyard). The results also provided general support for the hypotheses here that organizational identification and satisfaction have positive consequences for the organization in the form of non-instrumental orientation and extra-role behavior.

Avainsanat-Nyckelord-Keywords

Säilytyspaikka-Förvaringsställe-Where deposited

Muita tietoja-Övriga uppgifter-Additional information