



**Effect of Employee Involvement on Organizational Citizenship Behavior in  
Environmental Agencies within North Rift Region, Kenya**

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**Abstract**

The study determined the effect of employee involvement on OCB. The study was anchored on the social exchange theory. The study employed explanatory research design and pragmatism philosophy. The target population of the study comprised of 935 employees drawn from environmental agencies within North Rift region. A sample size of 274 respondents was selected using multistage sampling technique. The primary data for the study was collected using closed ended questionnaires and structured interview schedule. Data was analyzed quantitatively using descriptive statistics (frequencies, percentages, means, standard deviation) and inferential statistics (Regression, Correlation and ANOVA) while qualitative data was analyzed thematically. The hypothesis was tested using multiple regression model. Findings of this study indicated that employee involvement enhances OCB ( $\beta=.236$ ,  $p= 0.00<0.05$ ) and whenever employees are more involved, the organization benefits from increased organizational citizenship behavior because of the paradigm shift employees incur when they have the opportunity to give their input. It therefore calls for formulation and promotion of employee involvement programs which can allow them freedom, autonomy and flexibility at the workplace so that they can develop a feeling of ownership and responsibility towards the organization.

**Keywords:** *Employees, Involvement, Organization Citizenship Behaviour.*

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