



## **ORGANISATIONAL CLIMATE, PSYCHOLOGICAL CONTRACT AND ORGANISATION CITIZENSHIP BEHAVIOUR. A SURVEY OF THE IMPERIAL AND SPEKE GROUP OF HOTELS IN UGANDA**

### **ABSTRACT**

The study examined the influence of job, supervisory and reward climate, psychological contract on OCBs in Imperial and Speke Group of Hotels. Three objectives were pursued and they related to establishing the relationship between job, supervisory and reward climate, psychological contract and OCBs in Imperial and Speke Group of Hotels.

The study, cross sectional in nature, used both qualitative and quantitative approaches. Data was collected using a self administered questionnaire and an interview guide from staff of Imperial and Speke Group of Hotels.

The data was analyzed using frequency, percentages, mean, standard deviation, and correlation and regression techniques. The study confirmed a positive significant relationship between job, supervisory and reward climate, psychological contract and OCBs in Imperial and Speke Group of Hotels.

The main findings indicate that, supervisory related climate influenced OCBS highest.

The study recommended that to enhance supervisory related climate, the management of Imperial and Speke Group of Hotels, should put in place supportive supervisory related climate

that will enable employees get maximum feed-back on their work outputs so as to improve organizational tasks performance.