

**SURVIVOR SYNDROME, OCCUPATIONAL STRESS, PSYCHOLOGICAL
CONTRACT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AMONG
EMPLOYEES IN
NON-GOVERNMENTAL ORGANIZATIONS**

**A STUDY OF
INTEGRATED COMMUNITY BASED INITIATIVES (ICOB), KABWOHE CLINICAL
RESEARCH CENTRE (KCRC) AND BUSHENYI MEDICAL CENTRE (BMC)**

By

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DECLARATION

I declare that this dissertation report is a result of my own independent research effort and investigation. It has not been submitted to any other institution for any award. Where it is indebted to the work of others, due acknowledgment has been done.

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Signature Date

APPROVAL

This dissertation has been submitted for examination with approval as University Supervisor.

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DEDICATION

To my dear wife Grace and children Immaculate, Albert, David, Abraham and Nelson who have been strong pillar of support and encouragement throughout my studies.

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LIST OF ACRONYMS

| | |
|---------|---|
| AIDS | Acquired Immune Deficiency Syndrome |
| ART | Anti Retroviral Treatment/Therapy |
| BCC | Behavior Change Communication |
| BMC | Bushenyi Medical Centre |
| CBO | Community Based Organization (s) |
| CCW | Child Care Workers |
| CDC | Centers for Disease and Control |
| CHAI | Community-Led HIV/AIDS Initiatives |
| CSO | Civil Society Organization (s) |
| EGPAF | Elizabeth Glazer Pediatric AIDS Foundation |
| FP | Family Planning |
| HBCT | Home Based Counseling and Testing |
| HIV | Human Immuno-deficiency Virus |
| IEC/BCC | Information, Education & Communication |
| ICOBI | Integrated Community Based Initiatives |
| KCRC | Kabwohe Clinical Research Centre |
| NGO | Non Governmental Organization(s) |
| MCH | Maternal Child Health |
| MUK | Makerere University |
| MUST | Mbarara University of Science and Technology |
| NECDP | Nutrition and Early Childhood Development Project |
| OCB | Organization Citizenship Behavior |
| OVC | Orphans and other Vulnerable Children |
| PEPFAR | President's Emergency Plan for AIDS Relief |
| PMTCT | Prevention of Mother to Child Transmission |
| SHEMES | Schools Health Made Easy Scheme |
| SPSS | Statistical Package for Social Scientists |
| STI / D | Sexually Transmitted Infections/Disease |
| UACP | Uganda AIDS Control Project |
| USA | United States of America |
| VCT | Voluntary Counseling and Testing |

ABSTRACT

The main purpose of the study was to examine organizational citizenship behavior of the remaining employees in three sister organizations namely ICOBI, KCRC and BMC in relation to their survivor syndrome, occupational stress and psychological contract. The study was prompted by the decline in staff morale with the former having undergone massive restructuring. It was done by developing a conceptual framework that relates survivor syndrome, occupational stress, psychological contract and OCB. The specific objectives were to examine the relationship between survivor syndrome, occupational stress, and psychological contract against the remaining staff behaviors in their respective organizations.

A correlation survey design was adopted using majority of staff within the three sister organizations. The research tool was a self administered structured questionnaire divided into two sets while the sample size was selected using a convenience simple random sampling with adequate representation.

Using a sample of 82 respondents including supervisors and department heads, the study showed that positive relationships existed between survivor syndrome, occupational stress, psychological contract and organizational citizenship behavior. However, it did not show direct independent correlation between survivor syndrome and OCB and occupational stress and OCB variables in the organizations.

The report concludes by giving recommendations for enhancing organization citizenship behavior and psychological contract as they do away with employees work related stress and sickness within these sister organizations.