Studying the role of employees as the base of an organization on achieving organizational goals has increased in recent years [1]. To have better organizational citizens, organizations should encourage their staff [2]. As the most powerful form of organizational behavior, organizational citizenship is more influential than organizational cooperation [3]. Studies have shown that cooperative behavior, such as the citizenship behavior results in easier organizational communication, promoting organizational planning, improving inter-personal cooperation and developing better organizational climate, directly influence staff satisfaction, work life quality, service-provision, job commitment and financial output [4]. As the most fundamental organizational behavior, the organizational citizenship behavior (OCB) causes so-called organizational effectiveness. This study focused on the comparing organizational citizenship behavior components including conscientiousness, courtesy, altruism, sportsmanship and civic virtue among hospitals based on ownership. Research population...
included all therapeutic and non-therapeutic employees working in the five selected hospital located in Golestan province, Iran in 2016. This study is approved by Ethical committee of Islamic Azad Sari Branch. Based on Cochran's sampling formula, 312 employees working in different hospital sections and units (nurses and administrative personnel) were proportionally selected as the research sample. They completed the Persian version of Podsakoff's standard scale measuring organizational citizenship behavior. The data were analyzed using SPSS 22 and applying inferential statistics approaches such as t-test, Tukey, and ANOVA in the confidence interval of 95%.

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**Specifications Table**

| Subject area       | Healthcare management |
|--------------------|-----------------------|
| More specific subject area | Comparing the organizational citizenship behavior in the selected hospitals with the kind of hospital ownership |
| Type of data       | Table, text file |
| How data was acquired | - The Persian version of Podsakoff's standard scale for measuring organizational citizenship behavior was used for data collection.  
- After obtaining their consent, the subjects were asked to complete the scale by researchers' direct reference to the selected hospitals. |
| Data format        | Raw, analyzed, descriptive and statistical data |
| Experimental factors | - Research population included all therapeutic and non-therapeutic employees working in the five selected hospital located in Golestan province, Iran in 2016.  
- Based on Cochran's sampling formulae, 312 employees working in different hospital sections and units (nurses and administrative personnel) were proportionally selected as the research sample. |
| Experimental features | Among the studied hospitals, the hospital owned by the social security had the highest mean rate of organizational citizenship behavior (see Table 1 for more details) |
| Data source location | Golestan province, Iran |
| Data accessibility | Data is included in this article. |

**Value of the data**

- Data shows the relationship between organizational citizenship behavior and the kind of hospital ownership.
- Data compares the mean rates of the components of the organizational citizenship behavior (including conscientiousness, courtesy, altruism, sportsmanship and civic virtue) among the hospitals based on their kind of ownership.
- Findings showed a significant difference in the organizational citizenship behavior among the hospitals by their kind of ownership.
1. Data

Of 312 subjects, 241 (77.2%) were female employees. Most employees were in the age range of 30–39 years, 151 (48.4%). Most had BD degrees 251 (80.4%). Of them, 209 (67.0%) were therapeutic staff.

As shown in Table 1, the mean rate of women’s organizational citizenship behavior (94.20 ± 8.98) was higher than that of men (93.83 ± 8.21). The mean rate of non-therapeutic/administrative employees’ organizational citizenship behavior (94.38 ± 7.57) was higher than that of therapeutic employees (93.98 ± 9.36). Among the hospitals, the social security hospital significantly had the highest mean rate of organizational citizenship behavior (95.62 ± 7.20).

As shown in Table 2, the mean rates of the components of the organizational citizenship behavior in the social security hospital were higher in the components conscientiousness (20.94 ± 2.59), courtesy (21.70 ± 1.86), and sportsmanship (19.00 ± 3.02) than those of other hospitals. In the components altruism (20.05 ± 1.36) and civic virtue (14.37 ± 2.20); however, the public hospitals had the higher rates.

Table 3 shows the relationship between the components involved in the organizational citizenship behavior based on the kind of ownership in the studied hospitals. There was a significant relationship between the hospitals in the component “sportsmanship” (p = 0.05). The highest difference was in the relationship between private vs. other (University and social secure) hospitals. The differences in other components were not significant.

Table 4 shows the correlational matrix of the components involved in the organizational citizenship behavior in the studied hospitals. All components had significant relationship with each other (p < 0.01), except altruism-sportsmanship and sportsmanship-civic virtue.

2. Experimental design, materials and methods

This applied study is a descriptive-analytical research conducted in 2016. Research population included all therapeutic and non-therapeutic employees working in the five selected hospital located in Golestan province, Iran (three university hospitals under supervision of Golestan University of
Based on Cochran’s sampling formula, 312 employees working in different hospital sections and units (nurses and administrative personnel) were proportionally selected as the research sample.

### Table 2
Mean ± SD of the components of organizational citizenship behavior based on the kind of hospital ownership in the studied hospitals.

| Components                  | Conscientiousness | Courtesy  | Altruism | Sportsmanship | Civic virtue |
|-----------------------------|-------------------|-----------|----------|---------------|--------------|
| University hospitals        | 20.72 ± 2.42      | 20.70 ± 2.74 | 20.74 ± 2.67 | 17.74 ± 3.35 | 14.37 ± 2.20 |
| Social security hospital    | 20.94 ± 2.59      | 21.70 ± 1.86 | 20.05 ± 1.36 | 19.00 ± 3.02 | 13.91 ± 1.99 |
| Private hospital            | 19.20 ± 3.56      | 20.15 ± 3.46 | 20.50 ± 4.39 | 15.70 ± 2.67 | 13.70 ± 3.07 |

### Table 3
Relationships between the components of organizational citizenship behavior based on the kind of hospital ownership in the studied hospitals.

| Components       | Kind of ownership         | MD*               | 95% CI*          | p-value** | p-value*** |
|------------------|---------------------------|-------------------|------------------|-----------|------------|
| Conscientiousness| University -Social Security| −0.22             | −1.30 - 0.86     | 0.882     | 0.028      |
|                  | University -Private       | 1.52              | 0.13–2.90        | 0.027     |            |
|                  | Social Security-Private   | 1.74              | 0.06–3.41        | 0.040     |            |
| Curtsey          | University -Social Security| 0.99              | −2.16-0.17       | 0.112     | 0.076      |
|                  | University -Private       | 0.55              | −0.92–2.04       | 0.649     |            |
|                  | Social Security-Private   | 1.55              | −0.24–3.35       | 0.106     |            |
| Altruism         | University -Social Security| 0.68              | −0.47–1.85       | 0.350     | 0.371      |
|                  | University -Private       | 0.24              | −1.23–1.72       | 0.920     |            |
|                  | Social Security-Private   | −0.44             | −2.24–1.35       | 0.832     |            |
| Sportsmanship     | University -Social Security| −1.25             | −2.66–0.15       | 0.091     | 0.002      |
|                  | University -Private       | 2.04              | 0.24–3.83        | 0.021     |            |
|                  | Social Security-Private   | 3.30              | 1.12–5.47        | 0.001     |            |
| Civic virtue      | University -Social Security| 0.46              | −0.49–1.42       | 0.494     | 0.258      |
|                  | University -Private       | 0.67              | −0.55–1.90       | 0.397     |            |
|                  | Social Security-Private   | 0.21              | −1.27–1.70       | 0.940     |            |

* MD = Mean Difference, CI = Confidence.
** Significant levels for One-Way ANOVA and Tukey.

### Table 4
Correlational matrix of components involved in organizational citizenship behavior in the studied hospitals.

| Components                  | Civic virtue | Sportsmanship | Altruism | Courtesy | Conscientiousness |
|-----------------------------|--------------|---------------|----------|----------|-------------------|
| Conscientiousness           | 0.361*       | 0.308*        | 0.316*   | 0.406*   | 1                 |
| Courtesy                    | 0.239*       | 0.412*        | 0.430*   | 1        |                   |
| Altruism                    | 0.250*       | 0.026         | 1        | 1        |                   |
| Sportsmanship                | 0.020        | 1             | 1        | 1        |                   |
| Civic virtue                | 1            |               | 1        | 1        |                   |

* p < 0.001.
The Persian version of Podsakoff’s standard scale for measuring organizational citizenship behavior was used for data collection. It included two parts: one with 5 items relating to demographic information and the other with 24 items relating to organizational citizenship behavior (including 5 items for sportsmanship, 5 items for conscientiousness, 5 items for courtesy, 5 items for altruism, and 4 items for civic virtue). The items in the second part were scaled in Likert-type scale ranging from 1 (very low) to 5 (very high).

The validity and reliability of the Persian version of the scale have been confirmed in the study by Khalesi et al. [5] and the internal consistency of the scale amounted to $\alpha = 0.87$ in our study. After obtaining the subjects’ consent, they were asked to complete the scale by researcher’s direct reference to the hospitals. The data were analyzed using SPSS 22 and applying t-test, Tukey, and ANOVA.

2.1. Application to health-related policy-makings

There is not any study on Comparing the Organizational Citizenship Behavior in the Selected Hospitals with the Kind of Hospital Ownership as a Moderating Variable. findings of this study can be beneficial to hospital managers for improving performance and efficiency of health organization.

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Transparency document. Supporting information

Transparency data associated with this article can be found in the online version at http://dx.doi.org/10.1016/j.dib.2018.05.024.

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