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**Relationship of Work Engagement and Organizational Identification with Employees’ Extrarole Behavior**

Group and organizational identification, and work engagement are the important motivators for employee work attitude and performance. This research examines how employee organizational identification and work engagement affects his (or her) workplace extra-role behavior. In line with Group Engagement Model and Job Demands-Resources Model, we hypothesized that group and organizational identiﬁcation positively affects work engagement, and this constructs positively related with employee extra-role behavior. In addition, social identity, perceived procedural justice and perceived outcome favorability positively correlate with work engagement and extra-role behavior.

**Method**

Sample

An online survey was created and posted on the Internet with 618 usable responses. Participants were 387 females and 231 males from different cities of Russia.

Measures

*Work engagement* was measured by The Utrecht Work Engagement Scale (UWES-9), *extra-role behavior* was measured by Extrarole Workplace Behavior Scale (Rebzuev, 2009), *group and organizational identification* was measured by Social Identity Scale, *procedural justice* was measured by Procedural Justice Scale*, outcome judgements* was measured by Outcome Evaluations Scale (Blader, Tyler, 2009). All variables were measured by seven-point Likert-type scales (1 means ‘strongly disagree’ and 7 means ‘strongly agree’).

**Analyses and Results**

Correlational analyses and structural equation modelling analysis was used to test our research hypotheses.

Research findings provide partial support for the above propositions:

* An employee group identity positively correlates with work engagement (ß = 0.67) and both constructs positively correlate with an individual's extra-role behavior (ß = 0.17 for work engagement and ß = 0.45 for group identity).
* An organizational identification positively correlates with work engagement (ß = 0.56) and both constructs positively correlate with an individual's extra role behavior (ß = 0.23 for work engagement, and ß = 0.29 for organizational identification).
* An employee social identity, perceived procedural justice and perceived outcome favorability positively correlate with work engagement, that in turn along with social identity positively correlate with employee’s extra-role behavior. However, there have not been found statistically meaningful correlations between work engagement and perceived procedural justice and perceived outcome favorability.

**Conclusion**

Results of our research confirmed Group Engagement Model.