

## **Identification in the family firm:**

### **The moderating effect of the type of employment contract on the relationship between identification on organizational citizenship behavior**

*In January 2018 Geert Heusschen graduated from the Tilburg School of Economics and Management at Tilburg University. Geert followed the MSc Strategic Management and wrote his master thesis in the area of family firms. The following text is a summary of the MSc thesis.*

Identification with the organization has emerged as valuable target for managers in the organization, since it initiates a myriad of benefits for both the organization as well as the member of the organization. One of the benefits is organizational citizenship behavior, which is extra performance of the employee not stated in any formal contract. However, in the family firm, special attention goes to the controlling family unit. It is partially what makes the family firm different from non-family firms. This master thesis investigated whether identification with the family unit also relates to organizational citizenship behavior. Additionally, extant research has not focused thoroughly on how such relationships might be influenced. In this thesis the following central question will be addressed: What is, in family firms, the effect of the type of employment contract on the relationship between both organizational and family identification on organizational citizenship behavior? The central question is answered through data obtained from 89 respondents active in Dutch small and medium sized family firms. Unfortunately, results of the study have indicated that, after controlling for a set of demographic variables, none of the hypotheses formulated in this study are supported.

Keywords: organizational identification, the family firm, family identification, organizational citizenship behavior, type of employment contract

If you are interested in the master thesis you can contact the Tilburg Institute of Family Business via [tifb@tilburguniversity.edu](mailto:tifb@tilburguniversity.edu) and request a pdf file.