

## **Abstract**

In a globally connected business world with high-speed execution, organizations increasingly rely on prosocial behaviors (i.e., organizational citizenship behavior; OCB) of embedded workers to perform their jobs effectively. According to social exchange theory and conservation of resources theory, job embeddedness and OCB are resource generation activities through reciprocal relationship development. However, recent research suggests that such a favorable state and behavior for organizations may have a negative impact on employees. The purpose of this study was to investigate job embeddedness as an antecedent of citizenship fatigue and the mediation process of OCB. The moderating role of POS between OCB and citizenship fatigue and the mediation pathway was also assessed. Job embeddedness, a resource-abundant state, was found to directly and negatively correlate with citizenship fatigue. This study also explored the moderating effect of an organizational intervention operationalized as perceived organizational support (POS) to alleviate workers' citizenship fatigue. This study found that POS was negatively associated with citizenship fatigue, and the interaction effect between OCB and POS was significant. The simple slopes for the association between OCB and citizenship fatigue were stronger at lower levels and the mean POS level. In conclusion, moderated mediation model from job embeddedness to citizenship fatigue through OCB with POS moderation was supported. This allure that identifying those who suffer from generally favorable job embeddedness and OCB and sheltering them through organizational intervention of POS will help enhance the well-being of employees.

*Keywords:* job embeddedness, organizational citizenship behavior, citizenship fatigue, perceived organizational support