S4 Table. This is the S4 Table 4. Regression analysis of organizational citizenship behaviors and job performance. This is the S4 Table legend.

**Table 4. Regression analysis of organizational citizenship behaviors and job performance**

|  |  |
| --- | --- |
| Criterion  Predictor | Job performance |
| Conscientiousness | .149\*\*\* |
| Sportsmanship | −.301 |
| Civic virtue | .121\*\*\* |
| Courtesy | .299\*\*\* |
| Altruism | .369\*\*\* |
| F | 157.085\*\*\* |
| R2 | .603 |

Note:＊*p*＜.05, ＊＊*p*＜.01, and ＊＊＊*p*＜.001.