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# Differences between organizational citizenship behavior in outsourcing services outsourcing to the city of Rasht

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The main task of providing municipal services to citizens and employees is beyond their expected role and responsibility. It is vital for municipal services according to the values of the outsourcing activities lies, and legal requirement of providing outsourcing services to reduce the problem and focus more on core functions and regulatory. The purpose of this study OCB outsourcing services and outsourcing in the city of Rasht in heterogeneous classes. This study is a descriptive survey of branch. And a questionnaire to assess behavioral includes 5 by virtue of citizenship, Civic virtue, altruism, conscientiousness, sportsmanship and humility. The population was distributed proportionally between the two groups. The 345 questionnaires were analyzed based on the results of the four components of altruism, conscientiousness, sportsmanship and civic virtue significant difference was observed in the two study groups, And the components of humility in the two study groups was not significantly different. Humility is the behavior of individual contribute to and do not follow any rules and regulations the re under the auspices of, in personnel outsourcing and outsourcing is not so different yet. The results of this study will help managers municipal policy the service has been outsourced or in the future be outsourced to a separate organization citizenship behavior of employees who are given special attention And policies necessary to raise this kind of behavior apply.

**Keywords :** outsourcing, OCB, Municipality, staff, services

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