**ABSTRACT**

**Objective:** The modern concept of corporate social responsibility (CSR) is increasingly becoming integrated into the practices of organizations. One of the distinctive individual competencies in CSR is the ability to work in a multicultural environment. This study proposes a suitable empirical measurement tool that facilitates understanding organizational citizenship behaviors focused on cultural diversity (OCBCs).

**Methodology:** To validate the OCBC measure, 980 participants completed the questionnaire (n = 980). An exploratory factor analysis (EFA) was conducted on one part of the sample as a prerequisite to a confirmatory factor analysis (CFA) on the other part of the sample.

**Finding:** This tool enabled the identification of two main types of OCBCs: cultural initiative and cultural helping. These actions enhance organizational practices for integrating cultural diversity and promoting diverse cultural values.

**Value Added:** This study furthers the understanding of OCBCs and the role of individuals in culturally diverse contexts. This study contributes to international human resource management research and practice by developing an instrument for use in expatriate contexts or in those associated with organizational cultural diversity. It provides a deeper look at OCBs and contributes to the scientific literature on the role of human resources in promoting sustainable development

in organizations.

**Recommendations:** The OCBCs measurement tool could assist human resource managers seeking to encourage and facilitate the performance of appropriate OCBCs in the workplace. This performance will allow OCBCs to facilitate informal learning.

**Key words:** organizational citizenship behaviors, measurement scale, cultural diversity, cultural initiative, cultural helping, ethical behavior.