

# Comparative Assessment of Voluntary Unpaid Overtime Behavior in Turkish and German Organizations

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**Abstract.** Voluntary Unpaid Overtime is an interesting employee behavior in all types of organizations. Although it is significantly common, it has been recently recognized by the social scientist. After recognition of its existence we focused on the influence of culture on voluntary unpaid overtime. This study assesses the voluntary unpaid overtime behavior both in Turkey and Germany by using empirical data and compares Turkish and German Organizations accordingly. Not only the employee behavior but also the organizational atmosphere is influenced from the culture. In this study we also assess the organization atmosphere in German and Turkish organizations which is also mainly one of the reasons of voluntary unpaid overtime.