

Dr. Kainat Akhtar Usmani is working as Faculty In Department of Commerce and Business Management at Integral University, Lucknow, India. Her areas of specialization is Human Resource. She has completed her

Ph. D. In Management. She has many papers to her credit and has attended several Conferences, Seminar & FDPs at reputed institutions. She has total of over 13 year of experience including both corporate and academic sector. She has been guiding students of BBA & MBA for project reports and dissertations from past three years.



Dr. Farhina Sardar Khan, M.Com, D.Phil, is an Assistant Professor in Department of Commerce and Business Management, Integral University, Lucknow. She is an Alumnus of Central University of Allahabad. She is UGC

NET (Commerce) qualified and has expertise in papers of Finance and Accounting like Financial Accounting, Management Accounting, Financial Management, Financial Auditing, Money and Banking etc. She as an Assistant Professor has teaching experience of plus eleven years. She has good number of research publications, one book and five edited chapters to her credentials. Banking & Finance is her research area, she is guiding research scholars and few PhD thesis have been awarded under her supervision also. She has attended and presented papers in numerous International & National Conferences/Seminars and attended Workshops, FDPs, STCs, in her area. She can be reached at fkhan0684@gmail.com



BREACH OF PSYCHOLOGICAL CONTRACT EMPLOYEE PERSPECTIVE













₹ 399/

Dr. Kainat Akhtar Usmani Dr. Farhina Sardar Khan

Breach of Psychological Contract: Employee Perspective

Dr. Kainat Akhtar Usmani Dr. Farhina Sardar Khan



Published By

Book Rivers

Website: www.bookrivers.com

Email: publish@bookrivers.com

Mobile: +91-9695375469

Place: Lucknow

Year: 2022

MRP: 399 /-INR

ISBN: 978-93-5515-094-3

Copyrights: Authors

All Rights Reserved

No part of this publication may be reproduced, transmitted or stored in a retrieval system, in any form or by any means, electronic, mechanical, photocopying recording or otherwise, without the prior permission of the author.

Printed In India

Table Of Contents

Contents	P.g. No
Chapter-1 Meaning of Psychological	9
Contract	
1.1 Introduction and Concept	9
1.2 Meaning of Psychological Contract	11
1.3 Elements in Psychological Contract	11
1.4 Types of Psychological Contract	13
1.4.1 Transactional and Relational Contract	13
1.5 Difference Between transactional and	14
relational contract	
1.6 Need of Psychological Contract within an	19
organisation	
1.7 Psychological Contract is a component of	20
Organisation Behaviour it is not a legal	
contract	
1.8. Factors that Shape Employee Perceptions	22
of the Psychological Contract	22
1.8.1. Factors outside the Organisation	22
1.8.2. Organisational Factors and Employment Contract Factors	24
1.8.3. Individual and Social Factors	26
1.9. Employee's Position within the	30
Organisation	30
1.10. The Psychological Contract as a Tool for	32
Understanding the Employment Relationship	
1.11. Fulfilment or breach of the psychological contract	36

[4]	
4.5. Criterion 5	83
4.4. Criterion 4	82
4.3. Criterion 3	82
4.2. Criterion 2	81
4.1. Criterion 1	80
Contract	
Chapter-4 Evaluation of Psychological	79
3.3 Vigilance	76
3.2 Incongruence	74
3.1. Reneging	73
Breach of Psychological Contract	
Chapter-3 Conceptual Framework of	70
Psychological Contract	
2.6. Significance of studying Breach of	67
on employment relationship	02
Contract on employees 2.5. Effect of breach of Psychological Contract	62
2.4. Impact of breach of Psychological	56
breach of psychological contract	F.C
2.3. Perception of employees in context of	48
2.2 Classification of Psychological Contract	45
contact and its breach	
2.1 Understanding origin of psychological	43
Contract	
Chapter - 2 Evolution of Psychological	42
1.14. Importance of Psychological Contract	39
Contract	
1.13. Causes of Breach of Psychological	38
1.12. Outcome of breach of Psychological Contract	38
1 10 Outrement of Dayshalagian	20

16 6 1 1 1 1	84
4.6. Criterion 6	
Chapter-5 Consequences of Breach of	86
Psychological Contract	
5.1. Effect of Psychological Contract Breach	87
on work results	
5.2. Impact of Breach of Psychological	90
Contract on OCB	
5.3. Effect of Perception of Psychological	93
Contract Breach	
Chapter-6 Measures to Control Breach of	95
Psychological Contract	
6.1. Recommendations based on Breach of	97
Psychological Contract for better Human	
Resource Management	
6.1.1. Recruitment and Orientation	97
6.1.2. Organisational Rules, Policies and	98
Procedures	
6.1.3. Performance Reviews	99
6.1.4. Training and Development	100
Communication	100
6.2. Future of Psychological Contract	101
Bibliography	107