

Psychological Contract Breach and Violation Relationships with Stress and Wellbeing

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Abstract : Negative emotions resulting from the breach of perceived obligations by an employer is called the psychological contract violation. Employees perceiving breach and feelings of negative emotions result in adverse outcomes for both the employee and employer. This paper aims to identify the relationships between contract breach, violation, stress and wellbeing and investigate whether fairness and self-efficacy mediate the relationships. A mixed method approach was used to analyze the online-surveys and semi-structured interviews with the police officers. It was identified that the psychological contract violation predicts stress and job-related well-being. Fairness and self-efficacy were identified as significant mediators to understand the underlying mechanisms of association. Whilst, in the interviews social support was identified as a popular mediator. Practical implications for employers are discussed.

Keywords : psychological contract violation and breach, stressors, depression, anxiety

Conference Title : ICOHP 2018 : International Conference on Occupational Health Psychology

Conference Location : Rome, Italy

Conference Dates : July 23-24, 2018