DECLARATION

I, Ms. Suparna Neog, Research Scholar, Department of Business Administration, School of Management Sciences, Tezpur University, Assam, hereby declare that the thesis titled "Psychological Contract in Higher Education sector of Assam- an analysis of the Private and Public universities" is a bonafide work carried out by me under the guidance of Dr. Runumi Das. The work has not been submitted earlier (either in whole or in substantial part) for attainment of any degree at this or any other academic or professional institution.

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Certificate from the Supervisor

This is to certify that the thesis entitled "**Psychological Contract in Higher Education sector of Assam- an analysis of the Private and Public universities**" submitted to the School of Management Sciences, Tezpur University in partial fulfilment for the award of the degree of Doctor of Philosophy in Management Sciences is a record of research work carried out by **Ms. Suparna Neog** under my supervision and guidance. All help received by her from various sources have been duly acknowledged. No part of this thesis has been submitted elsewhere for award of any other degree.

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LIST OF ABBREVIATIONS

ADBU	Assam Don Bosco University
ADTU	Assam Down Town University
AICTE	All India Council for Technical Education
AISHE	All India Survey on Higher Education
ANCOVA	Analysis of Covariance
ANOVA	Analysis of Variance
ARGUCOM	Assam Rajiv Gandhi University of Cooperative Management
COA	Council of Architecture
EC	Employee Commitment
EE	Employee Engagement
ER	Employment Relationship
FGD	Focus Group Discussion
FMCG	Fast Moving Consumer Goods
GER	Gross Enrolment Ratio
HR	Human Resources
HRD	Human Resource Development
HRM	Human Resource Management
ICHR	Indian Council of Historical Research
ICPR	Indian Council of Philosophical Research
ICSSR	Indian Council of Social Sciences Research
JDI	Job Descriptive Index
JS	Job Satisfaction
MBA	Master of Business Administration
NCRI	National Council of Rural Institute
OS	Organizational Support
OST	Organization Support Theory
OT	Organizational Trust
PC	Psychological Contract
PCB	Psychological Contract Breach
PCT	Psychological Contract Theory
PERQ	Perceived Employment Relationship Quality
PHISPC	Project of History of Indian Science Philosophy and Culture

POS	Perceived Organizational Support
PPPP	People Public Private Partnership
PTR	Pupil Teacher Ratio
UNDP	United Nations Development Programme
UGC	University Grant Commission
UNICEF	United Nations Children's Fund