

CHAPTER THREE

OBJECTIVES AND SCOPE OF WORK

3.1 Objective

Literature review of the study has revealed research gaps, which in turn has helped in designing the research objectives. For designing the objectives, prior works of similar methodology are reviewed. (Moore, 2014) in his work has analyzed how the change in Psychological contract is related with the change in Employee engagement, with the help of Pearson Correlation and Multiple regression. (Cheung & Chiu, 2004) conducted multiple regressions to analyze the effect of several variables such as perceived organizational support, leader-member exchange, affective commitment, attachment, task performances on Psychological contract of employees. To analyze the relationship between Psychological Contract and Job Satisfaction, the work of (Chaubey & Bist, 2016) has conducted regression analysis on the data of 156 employees and found that there lies no association between the two. (Flood, Turner, Ramamoorthy, & Pearson, 2001) have highlighted the affect of organizational processes (meritocracy, equity) on Psychological Contract and the subsequent impact on individual outcomes (organizational commitment, intention to stay) on 400 employees by multiple linear regression.

To fulfill the research gap of limited work on PC and PCB amongst Indian employees, the study aims to determine the status of Psychological Contract and Psychological Contract Breach in the education sector. Objective 1 and Objective 2 are designed to find the status of PC and PCB in the concerned organizations. Research gaps also mention the need for inter-sectoral comparison, and therefore all three objectives are designed and analyzed concerning comparing both public and private sectors. Since the concept of PC and PCB in the education sector with inter-sector comparison is explored for the first time, the study aims to analyze the effect of PC and PCB on employees, and hence Objective 3 is formulated.

Following are the objectives of our study:

Objective 1: To determine the status of Psychological Contract in the Government and Private Universities of Assam.

Objective 2: To determine the Psychological Contract Breach, if any, among the employees of Government and Private Universities of Assam.

Objective 3: To determine the affect of Psychological Contract and Psychological Contract Breach on employees of Government and Private Universities of Assam.

3.2 Scope

3.2.1 Content Scope: The study focuses on Psychological Contract and its Breach on employees of Private and Public Universities of Assam. Impact of Psychological Contract is explored with the help of Employment Relationship and Organizational Support and the effect of Psychological Contract Breach is analysed by Organizational Trust, Job Satisfaction and Recognition. As a result, the impact of both Psychological Contract and its Breach is analysed on Employee Engagement and Commitment. Eight Universities across the state of Assam was determined for the study and the sample population included academicians and administrators of the organizations.

3.2.2 Geographical Scope: The study is done across eight universities of Assam from the three sectors (Central, State and Private). To maintain similarity, niche universities (engineering, medical, law, etc) are not considered. A minimum of 10 years time frame was taken to select the universities for the study to maintain uniformity in existence. Selected Universities are - Assam Rajiv Gandhi University of Co-operative Management (ARGUCOM), Bodoland University, Dibrugarh University, Gauhati University, Tezpur University, Assam University, Assam Down Town University, and Assam Don Bosco University.

3.2.3 Time Scope: Time Scope of our study is from July 2018 to December 2022

3.3 Limitations

We have identified few limitations of our study which are listed below:

1. Psychological Contract and its Breach involve both employee and employer. The study is primarily done from the perspective of employees, in education institutions. Employer perspective is not considered for our work.
2. Majority of our work was done prior to the global pandemic of Corona virus hit us. Since only the analyses part was done post pandemic, we could not gather fresh data after the pandemic. Owing to several changes globally, Indian

education sector has also been impacted. Future studies can alter/contribute to/discard our findings based on the new scenario.

3. For our study, we have selected the Higher Education sector, due to the several policy and practice changes in the past few years. Selection of a single sector can be considered a limitation, since the impact of Psychological Contract and its Breach can be seen across industries.
4. The sample included administration and academic employees above a particular grade. Future studies can include all employees, irrespective of the grades, which is a limitation in this work.
5. The geographical limitation of our work can be considered as a bottleneck in exploring a global concept. Researches worldwide are encouraged to provide a comprehensive view of the concept, not on a local but on a global scale.

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