

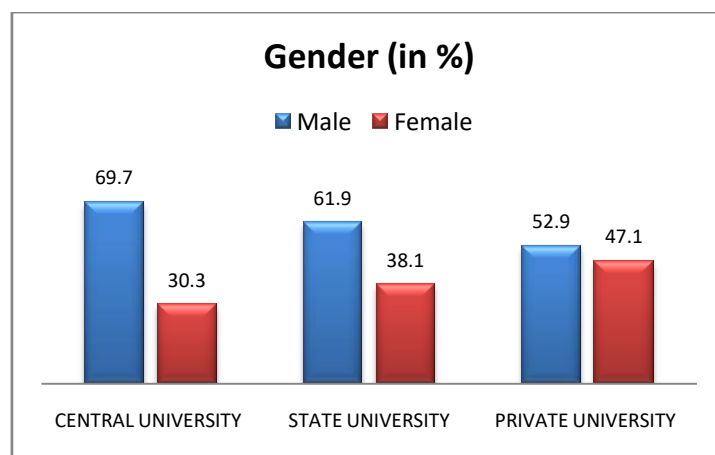
**CHAPTER SEVEN**  
**DEMOGRAPHIC PROFILE**

## 7.1 Demographic Profile of Respondents

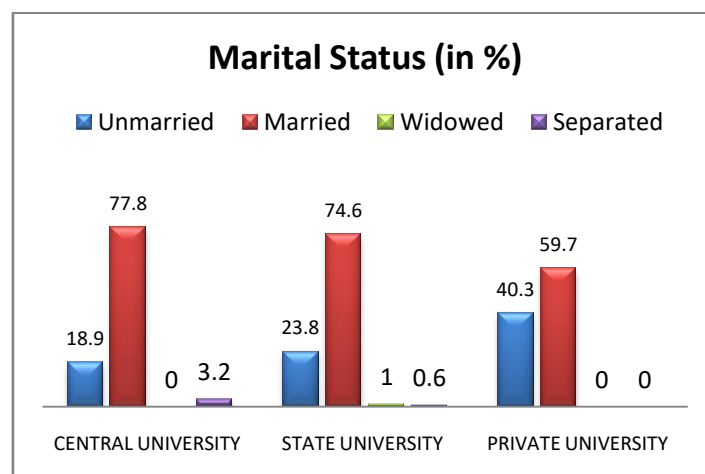
Demographic variables provide a representative sample of the population. In earlier studies such as (Bal, Lange, Jansen, & Velde, 2008) age is considered an important factor in analyzing the Psychological Contract of employees. Furthermore (Adams, Quagraine, & Klobodu, 2014) have emphasized the importance of age and gender in the Psychological Contract. To provide a wholesome aspect of employees in all three strata of Universities, several demographic variables are identified such as Gender, Age, Marital Status, Job Role, Previous Work Experience, the Highest level of Education, and Designation. In addition, other items are also included in the research tool to understand the awareness, perspective, and concept concerning Psychological Contract, among the respondents

The following section gives detailed analyses of the demographic as well as some additional profiles of central, state, and private university employees.

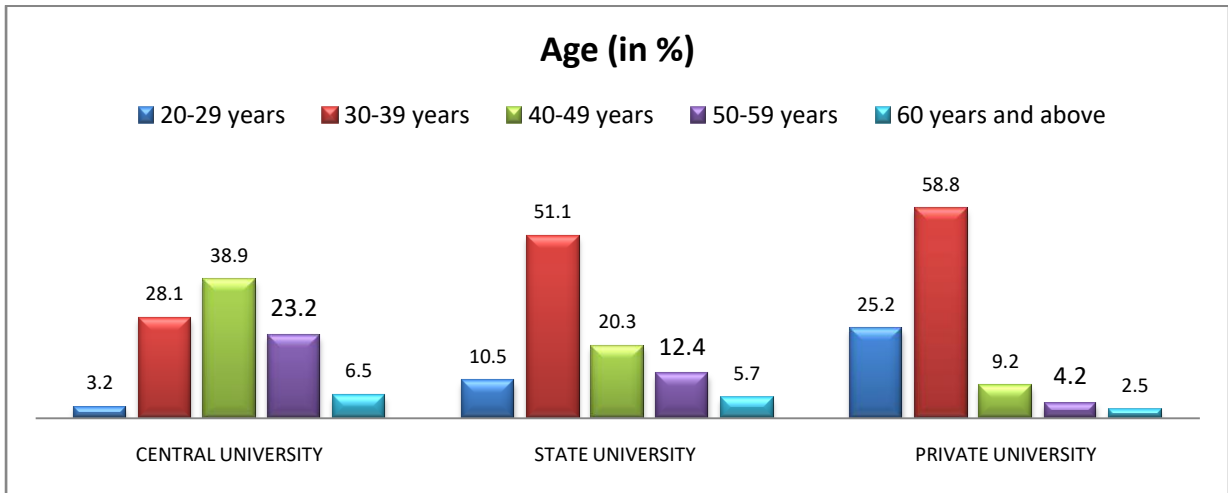
**Fig 7.1:** Gender profile of the respondents



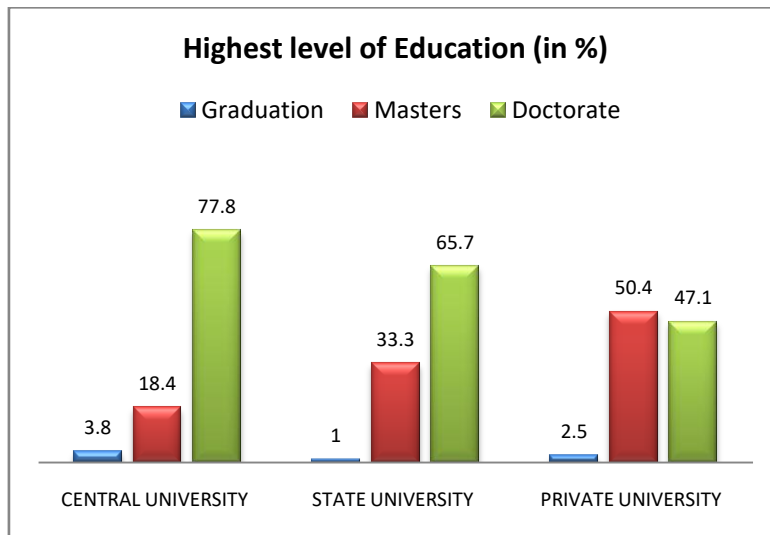
**Fig 7.2:** Marital status profile of the respondents



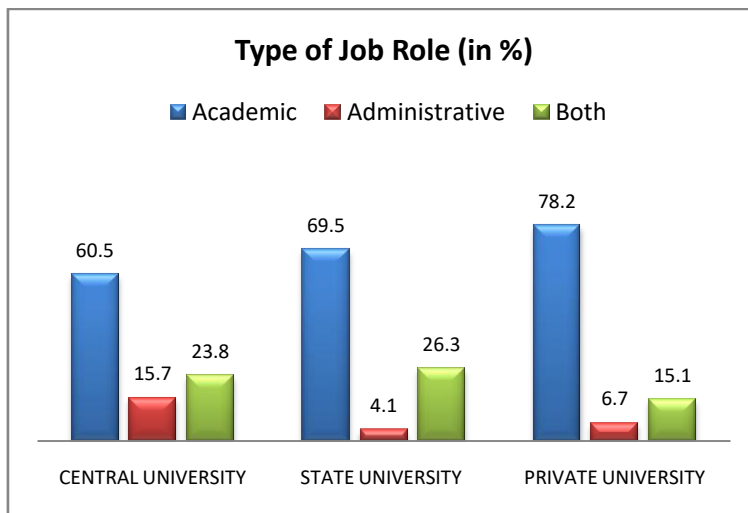
**Fig 7.3: Age profile of the respondents**



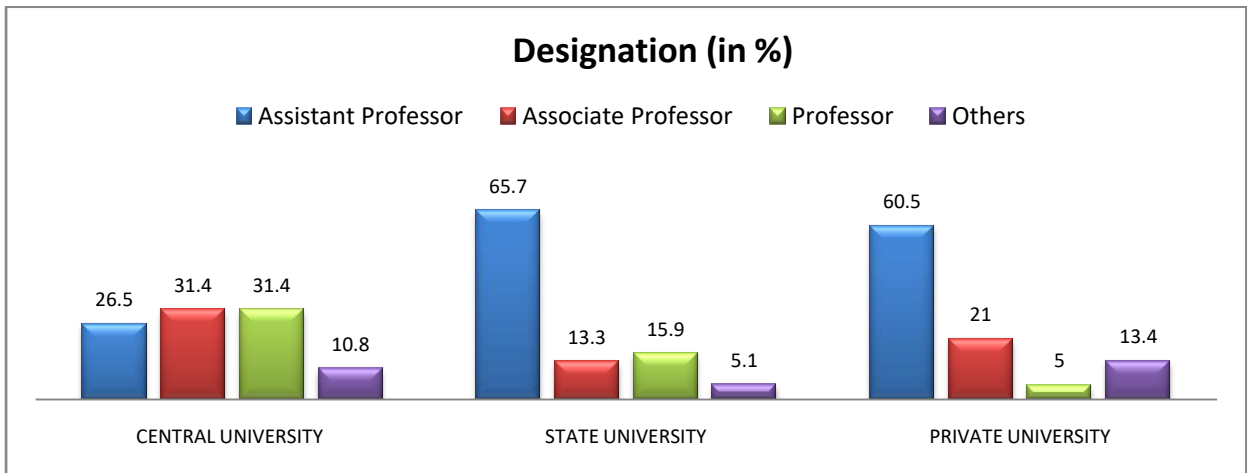
**Fig 7.4: Education level profile of the respondents**



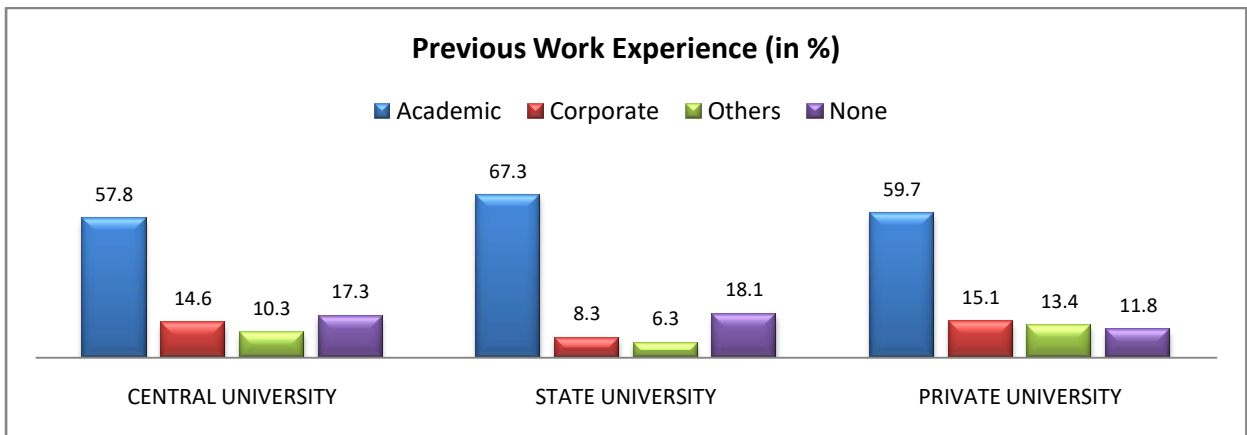
**Fig 7.5: Job role profile of the respondents**



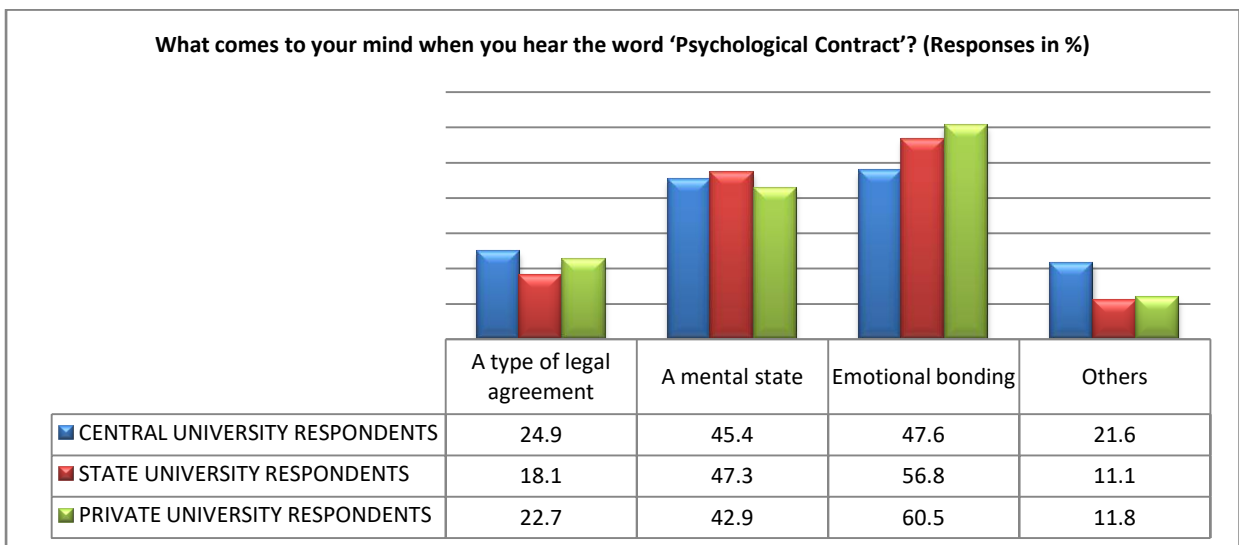
**Fig 7.6:** Designation role profile of the respondents



**Fig 7.7:** Previous work experience profile of the respondents



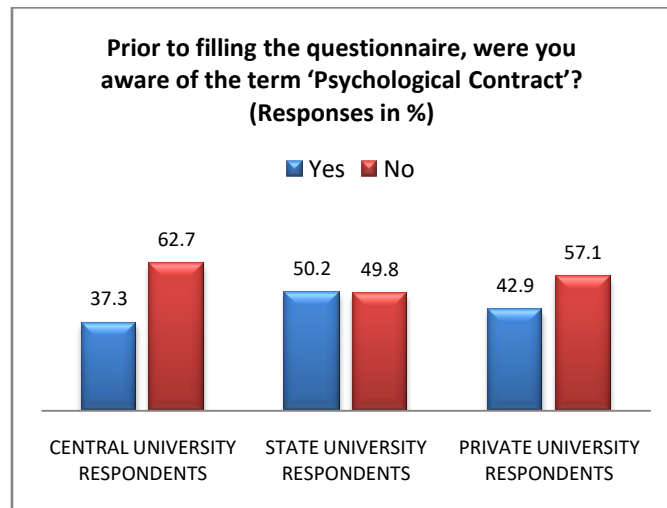
**Fig 7.8:** Assumption of the term 'Psychological Contract' profile of the respondents



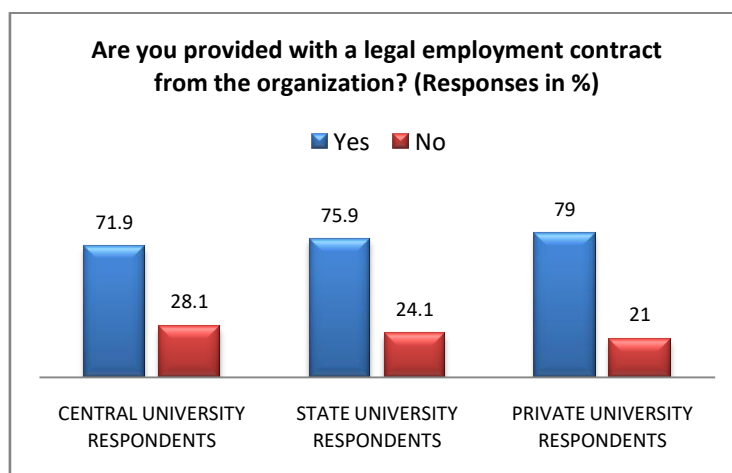
**Fig 7.9:** Existence of Psychological Contract profile of the respondents



**Fig 7.10:** Existence of Psychological Contract profile of the respondents



**Fig 7.11:** Existence of legal employment contract profile of the respondents



**Interpretation-** The number of Male respondents from all the three different types of universities is significantly higher than Female respondents. With respect to marital status, a large portion of respondents are married followed by a lesser number of unmarried employees. Widowed and Separated respondents are minimal in number. Respondents from all the eight institutions fall in different age-categories, but a substantial amount falls in the bracket of 30 – 49 years. The education level of respondents showed that the highest level of education for employees of Central and State Universities is Doctoral, followed by Masters, whereas in Private Universities the ratio of Masters outweighs the Doctoral employees. A large portion of respondents have stated that they are expected to carry out work from both domains, leading to a higher number of respondents selecting both administration and academic work. Sole academic roles reign as the highest among the different types of universities. A major portion of respondents from Central universities have been identified as Associate Professors and Professors. State and Private Universities have a significantly larger number of Assistant Professors in comparison to the other designations. Previous work experience of employees is uniform across the three types of universities. A large portion has had prior experience in academics followed by a marginal yet similar portion of employees from corporate experience and no experience at all. Taking into account the novelty of the topic, respondents were asked what comes to their mind when they hear the word ‘Psychological Contract’ (PC), providing them the option to select more than one option. A majority of employees from all the universities have identified the word with ‘emotional bonding’. Following the same, respondents have also uniformly associated PC with ‘a mental state’. When asked about whether they believe PC is present in their organization, employees have responded that they did. Employees responding to ‘Not Sure’ also make up a significant portion. To analyze the awareness of PC, respondents were asked if prior to filling up the questionnaire, they were aware of the term. A large portion of respondents from Central and Private Universities have responded that they were not aware of the said term. Although majority of the employees of State Universities have responded that they were aware, the difference is marginal. Respondents were asked if they were provided with any legal employment contract and majority have responded that they have received the same.

## REFERENCES

- Adams, S., Quagraine, F. A., & Klobodu, E. K. (2014). Psychological contract formation: The influence of demographic factors. *International Area Studies Review* , 17 (3), 279–294.
- Bal, P., Lange, A., Jansen, P., & Velde, M. (2008). Psychological contract breach and job attitudes: A meta-analysis of age as a moderator. *Journal of Vocational Behavior* , 72 (1), 143 - 158.