

CHAPTER TWELVE
CONTRIBUTION TO BODY OF KNOWLEDGE

Psychological Contract and its Breach is a relatively new concept in the field of Management and Human Resources. Due to its novelty, limited literature review is available and a mammoth field of exploration is present. The concept of PC and PCB can be studied under several industries, sectors, geographical locations and other dimensions. The study we have taken up is a detailed analysis of the Higher Education sector of Assam. The study has given us insights into employees' psychological contract in the education sector in this part of the country. We believe the following are some of the major contribution to the existing body of knowledge:

- The study is the first body of work exploring the Psychological Contract and its Breach among employees of private and public universities of Assam
- Most of the work is confined to the corporate / industry employees. Our work has explored the service industry (Education) and has managed to gain several important insights from the same.
- Comparative analysis of sectors (Private and Public) is limited. Our work has presented a fair comparison of employees in both the sectors.
- An important aspect 'Recognition' is found to have an important effect on employees' PC
- FGD was done to guide us in mapping the roadmap of subsequent survey, but the findings of FGD has helped us in providing new and important information regarding employees' PC
- Suggestions are made which can help organizations' administration as well as individual employees understand and cope with their Psychological Contract and initiate necessary changes.