

CHAPTER FOURTEEN

CONCLUSION

The concept of Psychological Contract is relatively new to the field of Human Resources. In the dynamic world of business and research, it is essential to understand the mindset of the most valuable resource in any organization, i.e., human beings. Psychological Contract serves as a fresh unconventional theory to the domain of HR and Management. The study has explored the said concept in the education sector and has managed to discover novel findings and conclusions of the same. The work is expected to provide valuable insights into the concept of Psychological Contract and its Breach in the education sector of Assam and serve as a starting point to several research works in the particular domain. The research work has taken into account the different higher education universities in private and public sectors and work has been carried out over four years. We can conclude that there are several aspects and factors of Psychological Contract yet to be discovered, concerning with specific sector and field of work.

Demographic analyses of our work have proven successful representation of our sample to the population ratio (42%). We can state that the sample can be considered as representative of our population which can in terms give us a successful picture of our work in the present scenario.

Analyses of our work has shown that there is significant presence of Psychological Contract and its variables among employees of different education institutions. Employment Relationship, Organizational Support, Organizational Trust, Job Satisfaction, Recognition, Employee Engagement and Employee Commitment, impact employees in different education institutions with regards to Psychological Contract and its breach.

Our study is an attempt to explore the Psychological Contract of employees in the education sector. When an employment relationship forms, both parties (employee-employer) focus on the explicit legal / physical contract. This documents the employee requirement from each parties documenting any legal, ethical aspects in case of promotion, termination, grievance etc. The document fails to capture the expectations and obligations of the parties which are basically implicit and psychological in nature. Having explored and studied this domain, we can state that an employee's psychological state with respect to their job is as important as their physical work hours.

The study has been carried out with utmost sincerity in exploring the novel concept, reviewing the literature, validating factors through FGD, determining sample size with respect to our population, collecting relevant data and finally analyzing the same. We hope the effort we have put in our work, reflects the existing scenario in our Education sector. We sincerely hope that our work can be served as a reference for future researchers. Similar to researches in general, we acknowledge the limitations of our study and have listed the same. We hope scholars appreciate our study and work on the limitations, to strengthen the concept of Psychological Contract and its breach on the employees of Education sector.