

The psychological contract in an international context

Psychological contracts are individual beliefs about the content of the employment relationship. This belief is shaped by the context in which the individual is embedded. Given ample cross border activities of organizations there is a need to understand the impact of the context of the exchange between employees and employers. Most research on the psychological contract focuses on its breach and the associated consequences. Hence, our knowledge of the impact of the societal context is still quite limited. This PhD thesis aims at investigating the impact of the societal context on the psychological contract in Austria and Bosnia & Hercegovina.