Index

Achnak, S. 133, 301, 341
affect 74, 80, 84, 94
affective event theory 81–2, 319
affective events 74
agreement
   actual 37, 42
   mutual 36–7, 47, 401
   negative 45, 47
   perceived 37, 42
   positive 45, 47
   strong or weak forms of 20–22
Akkermans, J. 167, 171
anchoring events 196, 400
‘antecedent–consequence’ thinking 248, 399
antenarrative 379, 389–92
anthropomorphism 24–5, 145, 148, 235–6
attention
   conscious 6, 274–5, 277–81, 283–5
depth activation 280
full activation level 274, 277, 280–282
mode in triggering breach 275
preconscious 274, 280–282, 284
selective 280–281
serving as ‘gateway’ 280
surface activation 280
triggers generating 277–8, 280–283
autobiographical information 21
balance
   concerning obligations and promises 41, 45
degree of, in fulfilment of mutual
   obligations 54–5
   between employee and employer
   needs 323
   between employee and employer
   obligations 46, 48
   exchange 38, 41, 49, 56, 321
   four levels of 49
   between fulfilment of employee and
   employer contributions 56
   perceived levels of obligations 45,
   48–9, 57
balanced reciprocity 38, 49–51, 53–7
Bankins, S. 14, 20, 111, 194, 196,
   199–201, 206, 211, 213, 273–4,
   277–8, 337, 372, 385
beliefs
   advice networks and friendship
   networks 170
cognitive 81, 94–5
collective 170
of employee about violation
   resolution 208
   at heart of psychological contract 1,
   10, 66, 72–3, 80
   implicit 377
   individual and team 172
   inequity 69
   information confirming prior 322
   normative contract 168
   ‘reciprocity’ 40
   in reconceptualization of
   psychological contract 67, 265
   referring to explicit and implicit
   promises 11–12, 16
   shaped by employee’s current
   organization 18–20
   subjective 144, 365, 377
   of volunteers 130
   vulnerable workers 217
betrayal, sense of 68–9, 87
breach
‘bouncing back’ from 180, 211, 243–4, 247
capturing perceptions of 337–54
cognition of 69–70, 273–4, 277, 285
cognitive beliefs related to 81
distinction with reciprocity 55
comparison with reciprocity 55
emotions associated with 85–6, 88, 96–7, 210, 272, 317, 319
evans
effect of observing 94
effect of talking about 95
everyday 85, 92–3
future research avenues 95
relevance of managers’ responses 94
triggers of more sharing 95
explanatory value 13
ideological psychological contract 129, 133, 135–7, 297–9, 319, 409
from individual perspective 40
intensity of 87, 352, 398, 400
as intra-individual process 273–4, 276, 282, 285–6
iPC-network model 321–2, 324–7, 331–2
and leadership 175–7, 178–9
longitudinal research 259–60
avoiding psychological contract
as main way psychological contracts affect employee behavior 10
measurement methods
composite approach 339–41, 346–8
difference scores 342
different 254, 338–9
dual regime models 257, 349–52
global approach 345–6, 348–9
lacking agreement on 337
organizing scheme for 338
overview 353–4
polynomial regression 343–5
non-linear effects 256–7
potential antecedents of 273
process-oriented approach 274, 282
as psychological contract evaluation construct 63
research characterized by quantitative
design 14, 19
research questions focusing on 13–14
role of moderators 260–264
segmented regressions within range
of 255–6
sense of betrayal following 68, 87
and sensemaking 191–3, 210–211, 357
shared perceptions of 173, 179–80
similarities with violation 71–2
and social context 164–8, 178–9, 403–6
studying in psychological contract
experiments 367–9
and teams 173
through reneging or incongruence 254–5
time 397–403
traditional research 318–21
true capture of concept of 56
understanding reactions to
divergent findings and arguments 292–3
use of models 293, 295–303
unidimensional format 340–341
vigilance needed to detect 255
breach–fulfilment continuum 13, 15, 26–7, 70, 257–9

calling
personal growth through enactment 219
promoting resiliency 217
role of meaningful work in post-violation process 213–16
in value-infused industries 134
vocational 206
Cassar, V. 14, 49–50, 53, 282
chronological time 397–402
coding strategy 41–2
cognition
analysis of narratives 380–381
of breach 69–70, 273–4, 277, 285
computational models of 306–7, 309
and emotions 80, 82–4, 96
and sensemaking 186–7
cognitive appraisal theory of emotion
explanation of 83
main opportunities for development 84–97
use in psychological contract field 81–2
collective coping 218–19
collective-level contracting
classical literature on 226
normative-contextual assumptions 227–30
person-centric assumptions 225–6
composite approach
additional complexities 353
capturing stable, between-person differences 339–41
capturing within-person fluctuations 346–8
distinguished with global approach 338, 345
computational models
abilities of 294–5
alternatives to 293–4
different levels of analysis 303–5
different types of 305–10
iPC-network model 330
resources for building 309–10
use in understanding reactions to breach 293, 295–303
construct ambiguity
affecting psychological contract evaluation concepts 69
negative implications 63
possible sources 64–5
serious consequence of 71
construct clarity
importance of 64–5, 71
in psychological contract concerns about 65–71
enhancing, in study of 71–4
future research avenues 75
nature of 63
construct imposition fallacy 65
contingency 55–6
contract breach see breach
coping
collective 218–19
constrained 216–18
strategies for 208, 210–213, 215
critical review
of mutuality and reciprocity 35–59
of research 11–14, 29
culture 260–261, 266
Dabos, G.E. 13, 40, 42–3, 47, 54, 58, 165, 167, 170, 178, 281
De Jong, S.B. 158, 167
De Ruiter, M. 69, 211–12, 244
delivered inducements
composite approach 340, 346–8
detecting discrepancies with
psychological contract 245
difference scores 342
direct comparison response 341
discrepancy with obligated
inducements 320, 322
discrepancy with promises 70–71,
342
distracting from undelivered 210
expanded approach 341
person-centric assumptions 230
polynomial regression 254, 258,
343–5
in psychological contract experiment
367–8
within-subject design 359
diachronic data 380
Diehl, M.-R. 400
difference scores 342, 344, 345
differential perspective 339
dignity 157–9
direct comparison response 341–2
direct consensus approach 167–9,
171–3, 178–9
discrete emotions 83, 87–90, 96–7
disruption
concept 74
exchange 386, 388–9
negative 207
phase 320, 331
versus reneging 369
dramatic events 90–93
dual regime models 257, 349–54
dynamic approach to psychological
contracts 339, 346, 410
dynamic models
formal 293–310
phase 72–3, 245–6
dynamic perspective 180, 246, 339,
348–9, 399
dynamic psychological contract 103,
105, 175, 272–3, 277, 285
dynamics
extending to organization as distal
actor 146
of multiple exchanges 277
of psychological contract
calls for further research into 105,
116
discordant psychological events
cutting across 85
over time 135–6, 143, 243–50, 331
perceptions of usefulness 114, 116
research into 337
role of contextual factors 166
temporal
of breach 368
in psychological contract 223, 331
theories about psychological contract
254–5
towards better understanding of
psychological contract 292–310
at workplace level 156, 244
emotion-centred approach
discrete emotions complementing
notion of intensity 87–90
disruption
emotional events, focus on 85–7
disruption
events 90–93
fulfilment as phenomenon in own
right 93–4
future research avenues 97
pilot study approach 84–5
shift in methods to capture 95–7
social influence of emotional
psychological contract events
94–5
emotional events 81–2, 85–7, 94
emotions
affective event theory 81–2
associations
with breach 85–6, 88, 96–7, 210,
272, 317, 319
with fulfilment 86, 89–90
with violation 69–70, 88, 96, 317,
319
and cognition 80, 82–4, 96
cognitive component 83, 87
communication component 84
constructed as indication of
psychological contract event’s
intensity 81
defining 82–3
discrete 83, 87–90, 96–7
feeling component 84
“folk conceptions of” 96
following psychological contract events 86
intensity of 82–3, 87, 352, 400–401
as interplay of different components 82–4
mainly positioned as consequence of breach or violation 80–81
measurement methods 95–7
motivation component 83
pertaining to everyday events 90–93, 96
physical component 83
place in psychological contract literature 80, 82, 97
see also cognitive appraisal theory of emotion
employee agency 19–20
employees
and ideological psychological contract 123–38
perception of organization 24–5
reactions to breach 292–3, 295–306
employer–employee relationship in aftermath of contract violation 206, 216
distributed 404, 407
and distributed psychological contracts 276
increased social exchange 124
involving wide array of exchanged items 11
mutual exchange 48–9, 297
mutuality 42–8, 67
reciprocal exchange 22–3
roles of promises, expectations, and obligations in 71–4
sensemaking in breach aftermath 198
social exchange processes 265
social exchange theory focus on 123–4
and technological advancements 408
vertical 404, 407
employers
lack of research on perspective of 197
team members’ perception of 171
employment exchange
failure to meet obligations 218
lived experiences of 386–92
obligation fulfilment signalling ‘normalizing’ of 212
enabling structures 404–5
episodic memory 21
equivalence of returns 38, 55
evaluation see psychological contract evaluation
event-based approach 257, 348–9
everyday events 90–93, 96
exchange-based promises 12, 22
exchange imbalance 49–50, 53
exchange links 22–3
exchange messages 197–8
expanded approach 341
expectations
construct clarity 71–4
differences with obligations and promises 16–18
example of employee 386–9
heightened 89, 263
increasing alongside tenure 263
lowering of 87–8, 257
match between 67
psychological contract set apart from 68
and time 401
experimental designs
experiments in psychological research 358–60
field and quasi-experiments 372–3
psychological contract better understanding of concept 371–2
overview of studies on 361–4
psychological contract research insights from experiments in 360, 365
moving forward 369–70
opportunities for 370
role of promises/obligations in 365–7
study of breach using 367–9
explicit promises 11–12, 17, 28–9, 68, 316, 348, 366
field experiments 372–3
flexible work arrangements 1, 150, 153, 195, 263–4, 317, 407
formal dynamic models
abilities of 294–5
alternatives to 293–4
different levels of analysis 303–5
different types of 305–10
use in understanding reactions to breach 293, 295–303
Freese, C. 40, 47–8, 58, 69–70, 104, 106, 328, 337–8, 340, 345, 353–4, 357
fulfilment 
absolute level of 71
both parties’ perceptions 40, 48–9, 56
capturing perceptions of
different conceptualizations and measures 338–9
lack of agreement on best way to measure 337
overview of methods 353–4
capturing stable, between-person differences
composite approach 339–41
difference scores 342
global approach 345–6
polynomial regression 343–5
capturing within-person fluctuations
composite approach 346–8
dual regime models 349–52
global approach 348–9
degree of balance in 54–5, 57
emotions associated with 86, 89–90
events
effect of observing 94
effect of talking about 95
everyday 85, 92–3
future research avenues 95
overlooked in literature 86–7
from individual perspective 40, 55
as phenomenon in own right 93–4
as psychological contract evaluation construct 69
role of social context 164–7, 169–73, 176–9
segmented regressions within range of 255–6
gender 263–4
generalized reciprocity 38, 49–51, 53, 55–7, 327
‘gig’ work 407–8
global approach
capturing stable, between-person differences 345–6
capturing within-person fluctuations 348–9
distinguished with composite approach 338, 345
Hansen, S.D. 3, 14, 18, 66, 70, 72–3, 80, 103, 111, 126, 135, 143, 180, 206, 223, 244, 249, 259, 282, 292, 301, 320–323, 331, 337, 372, 397–8
Hofmans, J. 81, 85, 111, 125, 143, 180, 211, 223, 247, 257, 273, 320, 322, 337, 349, 352, 358, 398, 405
horizontal psychological contract 167, 173–4, 179, 407
Hornung, S. 144–5, 151, 154–7
hurdle regression model 257, 349–51
hybrid approach 167–9
i-deals
advocacy of pluralistic approach to 157–8
benefits of 153–4
commonalities and differences with psychological contract 154–7
definition 152
emphasizing dignity and individuation 158–9
explanation of 144, 152
features of 152–3
as heterogeneous 153
ideological psychological contract
breach 129, 133, 135–7, 297–9, 319, 409
critical questions
changing shared ideology 135–6
contract holder 132–3
meaning for workplace 136–7
most value-infused industries 134–5
deep meanings inherent in 214–15
dimensions 125–7
focus of 319
history and background 123–5
ideology and psychological contract
moving forward 131–7
recommendations for 137–8
and volunteers 127–31, 133–7, 215
ideology
future research avenues 133
ideology-infused perspective, 126–7
ideology-related contributions 126
as inherent to certain types of employee/organization 134
integration into workplace 132–3
moving forward 131–7
neoliberal 146–7
role within psychological contract framework
paid employment relationships 131
volunteers 129
of self-reliance 149, 151, 156, 363, 367
shared, changing over time 135–6
idiosyncratic deals 143–4, 151–4
see also i-deals
idiosyncratic psychological contracts 13, 130, 169–70, 262, 276
immediacy of return 38
implicit promises 11–12, 17, 23–4, 28, 38, 316, 348, 353
incongruence 14, 37, 46, 135, 215, 254–5, 343, 369
individual differences in perceptions of time 402–3
individual factors
as micro-level moderators 262–4, 266
shaping employee perceptions of promises 13
individual-level contracting
classical literature on 226
normative-contextual assumptions 227–30
person-centric assumptions 225–6
individualism 143, 146–7, 149–51, 158
individualization of work 143–59
individuation 157–9
institutional theory 238
institutionalization 151, 227–9, 232, 235–8
instrumentality 147–8, 151, 158
insufficient description 64–5, 71
intensity
of breach 87, 352, 398, 400
of emotions 82–3, 87, 352, 400–401
notion of 87–90
of psychological contract event 81, 398
interest 38
intra-individual process 273–4, 276, 282, 285–6
iPC-network model
advantage of 332
characteristics 326–8
community structures 328
computational models 330
degree of nodes 326–7
discussion 330–331
example 317–18
explanation of 321–4, 332–3
future research avenues 332
impact
on attractors of node 326
on state of connected nodes 324
on ties with connected nodes 325
limitations 331–2
in practice 328–30
qualitative approach 329
quantitative approach 329–30
reciprocity 317, 324, 327–8
visualization of attractors at node level 323

jangle fallacy 65, 67, 69, 71, 74
Jepsen, D. 348
jingle fallacy 65, 68, 71
Kiefer, T. 10, 82, 84–5, 87, 90–91, 93, 281, 406
Kraak, J.M. 105
labor market 195, 260–261, 263, 266
leadership affecting psychological contracts 198
destructive 177, 179
as form of social context 174–8
types 176–8
Linde, B.J. 105
longitudinal research 259–60, 372
Lub, X. 143, 156, 273–4, 283–4
macrostructures 237
moderators macro-level 260–261
meso-level 261–2
micro-level 262–3
positioning in framework 266
motivating structures 405–6
motivation as component of emotion 83
connectionist perspective 307
and i-deals 153, 156
multi-level approaches to psychological contract 166–9
multi-level research on psychological contracts 178–9
mutuality conceptualization and assessment 53–4
critical review discussion 53–4
future research recommendations 56–9
method 39–42
results 42–8
theoretical framework 36–7
debate on meaning and relevance 35
strong or weak forms of 20–22, 37, 54
“myth of goal congruence” 148, 157–8
narrative approach narrative inquiry
data collection and analysis 380–381
definitional boundaries 378–9
philosophical underpinnings 379
and psychological contract research 381–5
narrative turn for psychological contract research antenarratives 379, 389–92
three-dimensional narrative inquiry space 385–9
need for more case-centred inquiries 393
prospective sensemaking 386, 388–92
theoretical underpinning providing natural linkages to 377
negative agreement 45, 47
negative disruption 207
negative reciprocity 38, 49, 51, 53, 55, 57, 189
neoliberalism 146–54
Nienaber, A.-M. 401, 407
nomological network 72, 171, 179–80
non-linear relations 253, 256–7, 260, 307
non-linear trajectories 211, 372
norm of reciprocity explanation of 37–8
and newcomer perceptions 194
positive 328
role of power in 198
understanding behavioral changes in reaction to breach 297
used to explain employee outcomes following breach/fulfilment 90
used to explain psychological contract processes 35
normative-contextual alternative, and person-centrism 225
assumptions
on individual- and collective-level of contracting 227–30
on organizations 234–6
on social influence 232
on societal context 237–8
perspective on psychological contract 224
normative contract 168, 226–7, 229, 235–6, 403–6

obligations
construct clarity 71–4
differences with expectations and promises 16–18
and time 401–2
O’Donohue, W. 125–6, 129, 131
older workers 263
organization
ability to hold psychological contract 25–6
anthropomorphism of 24–5, 145, 148, 235–6
as context or defining attribute classical literature on 234
classification of studies 232–3
normative-contextual assumptions 234–6
person-centric assumptions 233
employee perception of 24–5
as meso-level moderator 261–2, 266
shaping psychological contract beliefs 18–20
over-fulfilment 212, 254, 257–9, 320, 322–5, 341–4

'pendulum swing back’ 409
person-centrism assumptions
on individual- and collective-level of contracting 225–6
on organization 233
on social influence 230
on societal context 236
and normative-contextual alternative 225
view of psychological contract 224
polynomial regression 258, 341, 343–5, 347, 353
positive agreement 45, 47
post-violation model 103, 105, 180, 208–13, 246–7, 321, 340, 402
post-violation theory 293
power
assumption of equal 150
imbalance in employment relations 18–19, 261, 276, 404
and negotiating i-deals 155, 157
and sensegiving 198–9
precipitaiting processes 406
pride, feelings of 82, 89–90, 96
process
breach resolution 247–8
over time 246, 249
self-regulation 208, 246
process-oriented approach 274, 282
projected time perceptions 403
promises
as component of psychological contract breach 70–71
construct clarity 71–4
differences with obligations and expectations 16–18, 68
discrepancy with delivered inducements 70–71, 342
explicit 11–12, 17, 28–9, 68, 316, 348, 366
implicit 11–12, 17, 23–4, 28, 38, 316, 348, 353
prospective sensemaking 386, 388–92
psychological contract and changing nature of work 406–9
cognitive processes at heart of 80
collective 173, 179–81
commonalities and differences with i-deals 154–7
concept acceptance of 108–9
better understanding of 371
extension into new contexts 382–3
failing to recognize imbalance of power 18
obligations 68
as popular research theme 115
as puzzling 265
redundancy with regards to idiosyncratic deals 142, 144
usefulness 113, 115–16
and construct clarity 63–75
definition 11–12, 66, 72–3, 80, 104, 124–5
degrees of institutionalization in 227–9, 232
different conceptualizations and measures 338–9
dimensions of 125–7
disruptions to 207
dominant approach to studying 357
dynamic 103, 105, 175, 272–3, 277, 285
dynamic approach to 339, 346, 410
emotion-centred approach to 84–97
emphasizing dignity and individuation 157–9
example 316–18
experiments field and quasi-experiments 372–3
role of promises/obligations 365–7
studying breach in 367–9
explicit–implicit question 28
formal dynamic models and computational models 293–310
future research agenda 178–80
horizontal 167, 173–4, 179, 407
ideological 123–38, 214–15, 297–9, 319, 409
idiosyncratic 13, 130, 169–70, 262, 276
individual-level and multi-level approaches 166–9, 181
primarily studied at 164–5
individualism 143, 146–7, 149–51, 158
instrumentality in 147–8, 151, 158
instruments for measuring 357–8
iPC-network model 321–33
and leadership 174–8
long history in organizational studies 10
managing 25–6, 194
moderators 260–264, 266
move to idiosyncratic deals 151–4
multi-level analysis of 225–30, 264–5
multi-level approaches to 166–9
mutuality and reciprocity in 35–59
narrative approach to 377–93
and neoliberalism 146–54
‘normative-contextual’ perspective 224
organization’s ability to hold 25–6
person-centrism in 223–38
reconceptualization 10–11, 23, 29, 67–8, 71, 101
references to, in academic journals 102
rise in Western society 144–6
role of social context 164–81
and sensemaking 186–202, 385
shared 164–7, 169–74, 178–81, 201, 370
small group meetings overview 103
as social construct 169–74
as under-socialized 224
temporal-dynamic nature of 223, 331
theories about development and dynamics 254–5
and time 244–6, 371–2, 397–403
transactional 12, 132, 177, 243, 255, 262, 317, 319, 331, 340, 401, 409
triggering 278–9
uses of 10–11, 25
visual representation of network 302
see also breach; fulfilment; violation
Index

psychological contract evaluation
- clarity of constructs 63, 65–71, 74
- measurement
  - instruments for 357–8
  - lack of agreement on 337
- non-linear associations between 253, 255
- relation with employee behaviour
  - 253–4
- role of time in development of 371–2
- at team level 165

psychological contract research
- area of growing 10, 29, 101–4
- challenges facing 15–28
- classical literature
  - on individual- and collective-level of contracting 226
  - on organization 234
  - on social influence 231
  - on societal context 236–7
- conceptual issues for 104–6
- critical review 11–14, 29
- employment relationships
  - impact of 399–400
  - understanding how individuals experience 406
  - experiments in
    - insights from 360, 365
    - moving forward 369–70
    - opportunities for 370
- future avenues for 28–9
- as giving too much focus
  - on breach, violation and career context 110
  - on global perceptual measures of breach and violation 116
- longitudinal 259–60
- main areas of 12–14
- methodological choices 200–201
- methods presuming linearity 398
- micro-, macro- and meso-level contexts 260–264, 404
- multi-level 178–9
- and narrative inquiry 381–5
- narrative turn for 385–93

overview of studies on psychological contracts using experimental designs 361–4
- quantitative and qualitative differences 58–9
- role of time and timing in 243–50
- ‘school of thought’ 223–4
- similar and formulaic approach to
  - 29
- thresholds and non-linear and differential effects in 253–66
- towards increased scope of 223–4
- traditional 318–21
- usefulness, perceptions of
discussion and conclusion 115–18
  - method 106–8
  - results 108–15
  - theoretical contributions 108–9,
  - 114–16
  - theoretical relevance 110
- well-researched factor of social context in 406
- psychological research experiments
  - 358–60
- ‘psychological work contract’ 65, 101

qualitative research
- emotional experiences 97
- everyday events 96
- implicit psychological contract 23
- individual level perspective 56
- iPC-network model 328–9
- making sense of breach 191–2, 210
- model for restoring trust 212–13
- multi-method study 201
- mutuality 42, 44–8
- narrative inquiry 3, 378–82
- obligations 57
- psychological contract 200, 357
- versus quantitative research 58–9
- reciprocity 50, 52–3
- usefulness of psychological contract
  - 107–8
- volunteers 129
quantitative research
employee perceptions of fulfilment and breach 19
everyday events 96
iPC-network model 329–30
multi-method study 201
mutuality 42–8
psychological contract 14, 29, 109, 193–4, 200–201, 357
reciprocity 49–51
reciprocal exchange 1, 22–3, 104–5, 124–5, 272
reciprocity
assessment 56
balanced 38, 49, 51, 53, 55–7
critical review
assessment 56–9
critical review discussion 54–6
critique of 60–1
method 39–42
results 48–53
theoretical framework 37–9
debate on meaning and relevance 35
dimensions of 38
in iPC-network model 317, 324, 327
relational exchange relationship 369
relational exchange theory 36
renewable time perceptions 403
response surface methodology 341, 344
Rigotti, T. 41, 43, 209, 254–6, 258, 261–2, 264, 267, 281, 327, 361–2
Romeike, P. 401, 407
schema
cognitive 1, 66, 72–3, 301–2
mental 1, 274, 277–8, 316–17, 329
and sensemaking 186–9, 191–4, 196, 199
search strategy 39–41
segmented regressions 255–6
sensegiving 190, 197–9, 201
sensemaking
ambiguity of 389
and breach 191–3, 210–211, 357
going forward 194–200
narratives providing means for 378
overview 186–7
prospective 386, 388–92
and psychological contract
in context of uncertainty 195–6
as critical mechanism 385
development and change 193–4
influence of social context
199–200
and sensegiving 190, 197–9, 201
and psychological contract research
methodological choices in
200–201
use of existing studies 201–2
theory 187–90
shared information 21
shared psychological contracts 164–7,
169–74, 178–81, 201, 370
Sherman, U.P. 317, 399, 405
social construct
perspective 186
psychological contract as 169–74
social context
factors of 404–6
future research agenda 178–80
individual-level and multilevel
approaches 166–9, 181
psychological contract
influence on 403–6
and leadership 174–8
and sensemaking 199–200
as social construct 169–74
research on 164–6
social exchange
psychological contracting as specific
form of 223
reciprocal 37
relationships 124–5, 127–8, 132–3,
135–7, 230, 317
social exchange theory
basic assumption of 127
breach as better explanatory variable
26
central tenet of 13, 300
collective versus individual levels
234
collectively experienced contracts
226
employees more empowered than
assumed in 196
focus on employee–employer
relationship 123–4
as influential conceptual paradigm
123
and iPC-network model 317, 330
mutuality often used in 36
need to explore forward-looking
exchange 372
organization acknowledged as
interaction partner in 233
and person-centrism 225
phenomena emphasized by 230
power playing prominent role in
198
role of ‘macrostructures’ 237
strong focus on social processes 231
substantial research attention 124
time for integration with
psychological contract theory
301
traditionally used to explain
employee outcomes 90
understanding behavioral changes in
reaction to breach 297
use in explaining psychological
contract processes 35
and vice versa 265
social influence
classical literature on 231
of emotional psychological contract
events 94–5
normative-contextual assumptions
232
person-centric assumptions 230
role in employee evaluation of
contract fulfilment 199–200
societal context
classical literature on 236–7
normative-contextual assumptions
237–8
person-centric assumptions 236
“solidary extreme” 38
Solinger, O. 81, 87, 96, 111, 125, 136,
143, 180, 211, 213, 223–4, 226,
247, 273–4, 337, 398
story and storytelling
“animals,” individuals as 377
living 390
multi-voiced nature of 392
as outcome of narrative analysis 381
small building to form big 389
story-focused pathway (Olivia)
389–92
Handbook of research on the psychological contract at work

supervisors
ability to ‘let go’ 405
employees evaluating 132
historical 101
as meso-level moderator 261–2, 266
normative-contextual assumptions 234
person-centric assumptions 233
in psychological contract example 316
threat to employee identity 136
triggers 277–8, 281

teams and team members
as agents 173–4, 304
in antenarrative process 390–392
future research avenues 178–80, 199, 201
as meso-level moderators 261–2
role of social context in psychological contract 165–74, 403–6
technological advancement 408
teleological time perceptions 403
ten Have, S. 273–4, 283–4
time
theory integration and development
in multiple goal pursuit and decision making literature 299–300
in psychological contract literature 300–303
theory refinement
in proactive socialization literature 296–7
in psychological contract literature 297–9
thresholds
assumption of 255
definition 253
dynamic 320–322
in preconscious mode 284
in segmented regression models 255–6
to move research literature forward 246–8

relevance to psychological contracts 244–6
research methods and analyses 248–50
research questions focusing on 243–4
role in psychological contract evaluation 371–2
triggers 235–6
triggers connected 276, 284–6
idiiosyncratic appraisal of 274–5
leading to breach 283–4
locus 276–8
selection 280–281
as special stimuli 272–3
types 281–3, 285

under-fulfilment 320, 322–7, 341–4
unidimensional breach format 340–341
unilateral perspective 104
unit climate 167, 170, 404–6
usefulness of psychological contract research
discussion 115–17
method
analysis 107–8
procedure 106–7
sample 107
results
contributions of research and usefulness of concept 110–113
future developments 113–15
perceptions of researching 108–10
study conclusion 117–18
values
behaviour based on cultural 261
congruence 135–6
considered as higher order construct 135
employee–organization relationship 126
importance of understanding, in workplace 136–7
and instrumentality 147–8
integration into workplace 132
and sense of calling 214
shared 147, 153, 226
value-driven nature
of knowledge workers 131
of volunteers 128–30
congruence
value-infused
employment agreements 123
industries 134–5
obligations 132, 319
violation
appropriateness of measures 353
and breach
distinction between 14, 69–70
as reaction to 254–7, 260, 264, 319
severity positively associated with
similarities between 71–2
definition 69
dual regime models 349–51, 353
effect of leadership styles 176–7
emotion as consequence of 80–81
emotions associated with 69–70, 88, 96, 317, 319
employees
and employer responses to 209–13
ethnic minority 193
seeking revenge 262
enabling structures 404–5
experimental designs
opportunities for 370
studies using 361, 364
extent of research focus on 110
feeling translating to changes of behavior 317
fulfilment as phenomenon in own right complementing 93–4
global approach 345–6, 348
historically narrow and simplistic approach to 398
impact of substitution 366, 369
important gap in literature 198
individualist perceptions 261
influences of time 400–401
motivating structures 405–6
narrative approach 382–4, 390–391, 393
and nature of obligations 401–2
as norm rather than exception 155
precipitating processes 406
promises having little effect on 366
protective mechanisms against 151, 153
as psychological contract evaluation construct 63
triggering psychological contract change 194
zero-inflated regression model 351–2
violation aftermath
and calling 215
definition 206
practical implications 218–19
theory and research on 208–13
vulnerable workers 216–18
see also post-violation model
violation resolution
and calling 213–16
exploring boundary conditions to 213–18
practical implications 218–19
recommendations for 219
speed of 402
theory and research on 208–13
upward dissent contributing to 212
vulnerable workers 216–18
working towards 206–7
volunteers and ideological psychological contract 127–31, 133–7, 215
vulnerable workers 216–18, 407
430  *Handbook of research on the psychological contract at work*

Western society, rise of psychological contract 144–6
Wiechers, H. 273–4, 283–4
Woodrow, C. 68

work behavior and attitudes 292–3, 295–306
work, changing nature of 406–9
zero-inflated regression model 257, 351–2