

From Antecedents of Psychological Contract Breaches to Outcomes of Psychological Contract
Violations: An Overview of Mediators and Moderators

Abstract

Psychological contracts are expectations employees have about what they owe their employers and what their employers owe them in return. In recent work on psychological contracts, researchers have identified numerous mediators and moderators to better understand the relationships among psychological contract breaches (PCBs), psychological contract violations (PCVs), and outcome variables. However, it is often not clear whether these mediators and moderators operate: (a) between antecedents of PCBs and occurrence of PCBs; (b) between PCBs and PCVs; (c) between PCVs and outcome variables; and/or (d) between PCBs and outcome variables. In this keynote speech, I will give an overview of the recent quantitative research studies on mediator and moderator variables in the nomological network of psychological contracts.