A study of the relationships among psychological contract, ethical climate and organizational citizenship behavior :

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ABSTRACT

This study examined the effect of psychological contract on organizational citizenship behavior, the moderator effect of ethical climate between psychological contract and organizational citizenship behavior. This study used a sample from employees of foreign furniture corporation, we used AMOS 7.0 to examine our hypothesis. Results indicated that with the exception of the moderator effect of ethical climate between psychological contract and organizational citizenship behavior, all our hypothesized relationships were supported. Finally, the implications of these findings for academic, management practice, research limitations and future research are discussed.

Keywords : Psychological Contract   Ethical Climate   Organizational Citizenship Behavior

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