

The Effect of Perceived Psychological Contract Breach and Organization Climate on Organization Commitment

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ABSTRACT

The recent international financial turmoil that swept through the world economic downturn, the management of the enterprise face the pressure, can not but change some organization strategy and the measure does in accordance to, the enterprise implements the unpaid holiday to the staff, the funded effort and so on measures, causes the staff to the Psychological Contract have the sense of the change or insecurity, is the consciousness to the Psychological Contract Breach; The Psychological Contract Breach, possibly causes the staff to the Organization Commitment decreases. However, the impact of the Organization Climate is often an important factor in the Organization Commitment, on the occasion of the economic environment changes, the staff perception of psychological contract breach may affect the Organization Climate and related organizations that may affect the commitment of staff; the relationship between these variables are necessary to explore and clarify. In this study, the Psychological Contract Breach as the independent variables, the Organization Commitment for employees in accordance with variables to the Organization Climate variables as an intermediary to conduct empirical research to explore, study results showed that:

1. The Psychological Contract Breach to the Organization Commitment has the remarkable negative influence.
2. Psychological Contract Breach to Organization Climate has the remarkable negative influence.
3. The Organization Climate to Organization Commitment has the remarkable positive influence.
4. The Organization Climate to the influence relations of the Organization Commitment in the psychological contract has intermediary effect.

The research discovered connotation in the significance, the theory and the practice, research limit and suggestion in the future and so on, this research will go with the article to discuss.

Keywords : psychological contract breach、organizational climate、organizational commitment

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