

The Study on the Relationships among Psychological Contract Breach, Organizational Justice and Organizational Commitment

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ABSTRACT

Industries have some threats from not only local industries but also international industries under the globalized trend. For living, industries perform business reengineer such as internationalizing, merging, and employee cost saving. These changes affect not only industries but also employees. Employees are aware that the industries can not offer stable work environment; thus, employees adjust the relationship to industries actively. Even though the economic environment changes, employee's psychological contract breach may affect organizational justice perception and organization commitment.

Therefore, in order to improve employee's loyalty, the relationships among these variables must be discuss and identify. The independent variable of this study is psychological contract breach, organization commitment is dependent variable and intervening variable is organizational justice perception. The conclusions of this study are:

1. Psychological contract breach has negative effect on organizational commitment.
2. Psychological contract breach has negative effect on organizational justice.
3. Organizational justice has positive effect on organizational commitment.
4. Organizational justice has intervening effect between psychological contract and organizational commitment.

Keywords : psychological contract breach、organizational justice、organizational commitment

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