Faculty of Business Administration

SEMINAR SERIES No. 15/0910
Management

"How do Employees React to Bad Employer? Predicting EVLN by PCV through Integrating Social Exchange and Expectancy perspectives"

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Abstract

Psychological contract violation (PCV) will affect EVLN model, but the relationship has not been explored fully in the literature. The present study integrates the traditional social exchange perspective and Expectancy perspective to provide differential prediction of PCV on EVLN model. It is argued that PCV will be positively related exit and neglect as destructive reactions, while nonlinearly related to voice and loyalty. Meanwhile, we argue there is incremental predictive power of PCV beyond general dissatisfaction. The results of the present empirical study (n=439) show preliminary supports for the arguments. PCV significantly predicts EVLN after controlling general dissatisfaction. And, the nonlinear relationships are supported by results, which are shaped as curves with increase firstly and decrease after a certain level of PCV. The positive relationship between PCV and exit is supported too. Unexpected, a nonlinear relationship between PCV and neglect is found with similar curve. Results are discussed and theoretical contributions are also summarized.

Date: **February 22, 2009 (Monday)**

Time: **16:00-18:00**

Venue: **L307B**

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