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Academic and non-academic staff's psychological contract in Turkey / Inayet Aydin ...

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Abstract

Studies of psychological contract as part of organisation-individual agreements have become important in recent years. This study determines views, about the psychological contract, of academic and non-academic staff and managers in faculties of education in Turkey. A total of 442 employees at 11 state universities in Turkey were included in the research. 'Psychological Contract Inventory' and 'Psychological Contract Measures', designed by Rousseau were utilised during the development process of the data-gathering tool. After the adaptation work, the scale consisted of 68 items under three sections and seven subscales. The results showed that academic staff and executives considered that their university carried out its obligations towards the staff at a 'moderate' level, whereas the non-academic staff considered it 'insufficient'. The academic and the non-academic staff considered that the employees carried out their tasks at a 'maximum' level, whereas the executives considered it 'moderate'. (HRK / Abstract übernommen)