

## Exploring the Role of Psychological Contract to increase the Level of Employee Participation: A Study on Indonesian Regional-Owned Micro Banking

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<b>Abstract</b>	<p>Increasing employee participation during business environment change through motivation and commitment become critical issue. If it is managed well, it can helps organization to anticipate and reduce resistance to change. Hence, psychological contract as dynamic concept on employee relationship is expected able to provide employees the sense of stability. It is essential to develop both transactional and relational type of contract to build employee trust and loyalty. This paper analyses the impact of psychological contract on work outcome in the context of regionalowned enterprises. The study was conducted on regional-owned micro banking in Central Java, Indonesia. This research utilized quantitative approach. The results reveal that psychological contract, consisting of transactional and relational contracts significantly affect commitment, citizenship behavior and innovative behavior. Small and mediumsized companies, such as micro banking, can gain excellence in building innovative commitment and rich behavior by providing employees with wider opportunities to develop new ideas and facilitate self-development in the form of training for the implementation of innovative ideas as a form of appreciation for employee contributions.</p>
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