

The role of psychological contract on employee commitment and organisational citizenship behaviour: A study of Indonesian young entrepreneurs in management action

Publons ID	(not set)
Wos ID	WOS:000408997100001
Doi	10.4102/sajip.v43.0.1409
Title	The role of psychological contract on employee commitment and organisational citizenship behaviour: A study of Indonesian young entrepreneurs in management action
First Author	
Last Author	
Authors	Anggraeni, AI; Dwiatmadja, C; Yuniawan, A;
Publish Date	MAY 30 2017
Journal Name	SA JOURNAL OF INDUSTRIAL PSYCHOLOGY
Citation	9
Abstract	<p>a:7:{i:0;s:373:"Orientation: This study aims to analyse the entrepreneurship-driven reasons and characteristics of employee management of the young generation, by analysing the role of psychological contract on employee commitment and organisational citizenship behaviour in the light of the characteristics of the millennial generation as the owners of small and medium-sized enterprises.";i:1;s:328:"Research purpose: The main objective of this study was to empirically analyse the effect of the psychological contract and organisational support on the organisational commitment and organisational citizenship behaviour of the employees of small-scale enterprises run by young entrepreneurs, especially in the cohort generation.";i:2;s:402:"Motivation for the study: This study attempts to analyse the characteristics of the millennial generation as the owners of small and medium-sized enterprises (SMEs) in running the business by examining their managerial characteristics in managing workplace relationship that aims to achieve the stakeholder expectations and improve both commitment and organisational citizenship behaviour of employees.";i:3;s:256:"Research design, approach and method: Data were collected in the SMEs owned by young entrepreneurs in a city in Indonesia involving 150 respondents. The research model was tested using Structural Equation Modelling with analysis of moment structure (AMOS).";i:4;s:375:"Main findings: The results showed that the employee citizenship behaviour is influenced by the organisational commitment. The commitment of employees was formed by the ability of business owners to understand the needs and expectations of employees regarding opportunities of self-development, pleasant working environment, the benefit as the workload and the work challenge.";i:5;s:210:"Practical and managerial implications: This study implies the need for academic institutions and policy makers to get involved in addressing the rising phenomenon of entrepreneurship among the young generation.";i:6;s:191:"Contribution and added-value: This study mainly considered the characteristics of young entrepreneurs as the main factor in explaining the success of employee management relationship of SMEs.";}</p>
Publish Type	Journal
Publish Year	2017
Page Begin	(not set)
Page End	(not set)
Issn	0258-5200
Eissn	2071-0763
Url	https://www.webofscience.com/wos/woscc/full-record/WOS:000408997100001
Author	Dr ADE IRMA ANGGRAENI, M.Si

