

A study on how the effect of Psychological Contract on Employee Involvement changes based upon the gender

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Abstract: *The purpose of this paper to analyse the effect of psychological contract on involvement of employees based upon the gender of respondents. This is a descriptive/diagnostic study that employs a quantitative approach to understand the concept of psychological contracts and the involvement of employees along with the effect of effect of psychological contract on employee involvement based upon the gender. Data collection was done through two structured questionnaires filled by the employees and their employers, respectively. A total of 493 respondents took part in this investigation. Pearson's Chi-Square test was used to assess the study hypothesis. The findings of the study state that the primary factors of employee involvement for male respondents include open for feedback/suggestions/opinion, as well as several other areas such as communication and participation in decision making, which have a relationship with their perceived psychological contract. The key aspects of employee participation for female respondents include communication, openness to feedback/suggestions/opinion, and a platform for recreational activities, all of which are related to their perceived psychological contract.*

The study's findings uncover to scholastics and specialists that psychological agreement assumptions impact employee contribution assumptions in the education sector differently for males and females. This exploration additionally gives pragmatic exhortation to instructive pioneers on the best way to expand employee association in their institutions and gives strategy direction.

Keywords: *Psychological contract, employee involvement, higher education sector, gender*

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