

# Integrating Affect with Psychological Contract Breach (PCB) and WORK Attitudes:

## A Comparative Analysis of University Teachers of Pakistan & USA

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### Abstract

The purpose of this research paper is three-fold i.e., first, to provide comparative analysis on the negative effect of PCB on work attitudes e.g., job satisfaction and organizational identification of teachers serving in various universities of Pakistan and USA. Second, to compare both Psychological Contract Violation (PCV) and distrust as affect-based mediating mechanism that transfers the negative effect of PCB to work attitudes. Third, to highlight the influence of research context (i.e., Pakistan vs. USA) on indirect relationship between PCB and work attitudes both via PCV and distrust. An online questionnaire method was used to collect data from 178 university teachers from Pakistan and 112 from USA. A Confirmatory Factor Analysis (CFA) was conducted to examine the goodness of fit indices of the measurement model. Hierarchical multiple regression analysis was performed to test all the proposed relationships of the study.

This study extends the validity of the findings of a recent meta-analysis of (Zhao, Wayne, Glibkowski, & Bravo, 2007) and goes beyond by incorporating cross-national research sample of university teachers from Pakistan and USA. The results of regression analysis demonstrated that PCB has significant negative effect on teacher's job satisfaction and organizational identification. Moreover, The indirect effect of PCB on job satisfaction was significant via both PCV and distrust, while the indirect effect of PCB on organizational identification was significant via only distrust but not via PCV. It was also observed that research context i.e., Pak vs. US has significant influence on indirect relationship between PCB and job attitudes via both PCV and distrust. The use of a cross sectional design and selecting only two attitudes are the major limitations of this study. The findings of this study have implications for administrators of universities not to ignore the affect based reactions to breach perceived by their faculty members as such reactions can affect teachers' work attitudes.

**Key words** – Psychological contract breach, Psychological contract violation, Job satisfaction, distrust, and organizational identification, Pakistan, and USA.