

The Relationship between perceived contract breach and job insecurity: The Role of perceived organizational support as a moderator (paper is accepted at the European Association of Work and Organizational Psychology, Munster-Germany, May 2013)

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Abstrak

Work status dissimilarity is a phenomenon that occurs almost worldwide, and has significant impacts on how workers make sense of their tasks, and their relationships with their organizations. Even though the application of work status dissimilarity is widespread, there is a lack of understanding in this area. To answer this challenge, the first question that this current study asks is: "Does work status dissimilarity influence employees' perception of contract breach?" Perceived contract breach is defined as the extent to which employees perceive that their organizations violate the unwritten agreement between employees and organizations. Further, this current study asks: "Is the relationship between perceived contract breach and job insecurity moderated by perceived organizational support?" To answer the research questions, this study applied a survey design and collected data from 185 people in a logistic service company in Jakarta-Indonesia and analyzed the hypothesized relationships using moderated multiple regressions. Results support the hypothesis that perceived organizational support moderates the relationship between perceived contract breach and job insecurity. Interestingly, however, this current study does not find support that work status dissimilarities affect perceived contract breach. The implications of the study on theory and practice are discussed.