

Impact of Job Designing on Psychological Contract of Employees: A Case Study of a leading Service Providing Organization in Sri Lanka

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The purpose of this study was to assess the Impact of Job Designing on the Psychological Contract of Employees with Special Reference to a Selected Organization of the Service Sector. As a based model Job Characteristics Model developed by Halckman and Oldham (1974) was used in lining with the studies about psychological contract developed by Rousseau (1995). Although, there has been little integrative research that has examined psychological contracts in combination with job designing. This study is carried out as quantitative descriptive research work. Further, the sample is selected randomly and used simple random sampling techniques on an individual basis. A standard questionnaire was used to collect primary data through a survey. Questionnaires were distributed to a sample of 140 clerical and above employees who are currently working in the selected organization. To test the relationship between variables, Pearson correlation analysis was used. Simple regression analysis was used to identify the impact of the independent variable on the dependent variable. And also, it was found to be that there is a significant strong positive relationship between job designing and the psychological contract of the employees. Relational impact and transactional impact are the dimensions of the dependent variable, and they were only significant, and others were insignificant with the work psychological contract. The present study would provide the direction to HR policymakers, employees, employers and academia, and future researchers in decision making.

Keywords: *Job Characteristics Model, Job Designing, Psychological Contract*

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