

عنوان مقاله:

Exploring the Effect of Leader Member Exchange (LMX) Level on Employees Psychological Contract Perceptions

محل انتشار:

مجله بین المللی رهبری سازمانی، دوره 7، شماره 2 (سال: 1397)

تعداد صفحات اصل مقاله: 9

نویسندگان:

Atılhan Naktiyok - *Ataturk University, Prof. Dr., Department of Business, Erzurum, Turkey*

Mehmet Emirhan Kula - *PhD Candidate, Erzurum Technical University, Department of Business, Erzurum, Turkey*

خلاصه مقاله:

Leader member exchange (LMX) theory emphasizes that leaders establish different associations with each one of their followers through a system of exchanges and a psychological contract is an employee's beliefs regarding the mutual obligations between the employee and an employer. Within this study the impact of subordinates' leader member exchange level on perceived psychological contract violation has been identified at first and it has been found that subordinates' leader member exchange level negatively effect on perceived psychological contract violation. Also it is seen when the demographic variables are taken into account that there are significant relations between education level, type of employment and age categories

کلمات کلیدی:

Leader Member Exchange, Psychological Contracts, Perceived Psychological Contract Violation

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/992321>

