

Evolution of Psychological Contract Research: A Systematic Review and Bibliometric Analysis

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Received: 13-April-2023

Revised: 08-May-2023

Accepted: 10-June-2023

Abstract: The 'Psychological Contract' refers to the unwritten expectations and obligations that exist between an employer and employee, beyond the formal contract of employment. The 'Psychological Contract' (PC) is not static and may change over time, which makes longitudinal research necessary. This study attempts to analyse the evolution of research conducted on PC and the findings highlighted the existing trends and future research directions of PC with respect to its influence in Organizational Behaviour Research.

Design/Methodology/Approach: Contextualized systematic literature review (SLR) and bibliometric techniques are conducted using VOS viewer application and analysis of Elsevier's Scopus Database search result of total of 653 Articles from Top Quality Journals.

Findings: Bibliometrics analysis techniques are used to identify Recent Trends, Total Citations (TC), Top Influential Articles (TIA), Most influential Author and Journals (MIA & MIJ), Top Contributing Institutions and Countries (TCI & TCC) and most significant co-words, keywords, and so on, followed by comprehensively science mapping analysis. The top 10 most widely published journals in the specialised field, as measured by 'SNIP, SJR, and Cite Scores', 'h-Index' are identified and thoroughly examined. Finally, the research has revealed significant research gaps, which will pave the way to future studies.

Research limitations/implications: The scope of the present study and subsequent selection of literature is confined to the areas of Psychological Contract (PC) limited to Articles in "Business, Management and Accounting", "Social Sciences", "Arts and Humanities" from Elsevier's Scopus Date Base using CSV Excel and VOS viewer software only.

Originality/value: The major contribution of this study is presentation of 2 propositions and their subsequent 'Conceptual Model' derived from the literature on PC. It explores key gaps in research paving the way the scope of future research. Furthermore, the combination of Systematic Literature Review and Bibliometric Analysis is a methodological contribution in this research domain of PC.

Paper type: Literature review

Keywords: Psychological Contract, Bibliometrics Analysis, Co-Citation analysis, Citation analysis, Co-Occurrence Analysis, Bibliographic Coupling

JEL Code: J, L and M

1. INTRODUCTION:

Since beginning, the concept 'Psychological Contract' has been considered as an crucial tool for understanding the employment relationship and Organizational Behaviour (Conway & Briner, 2008) ; (Argyris, 1960); (Levinson , et al., 1962) (Rousseau, 1989) (Rousseau, 1995); Last two decade witnessed a massive growth of publications of articles on 'Psychological Contract' in journals, books, reports and proceedings. Not only researchers but Managers and Organizations also implemented policies and practices in accordance with this. The most accepted definition of the term 'Psychological Contract' is found to be 'individual beliefs, shaped by the organization, regarding terms of an exchange agreement between the individual and their organization' (Rousseau, et al., 2015).

1.1. The Past, Evolution of Psychological Contract:

(Homans, 1958) proposed a blue print theory of exchange in the context to people's behaviour in a group (Coyle-Shapiro & Conway, 2005), subsequently (Blau, 1964) developed Social exchange Theory in context to individual's expectation from each other and mutual exchange of obligations (Coyle-Shapiro & Parzefall, 2008). The definitions of psychological contract in the beginning was provided by (Argyris, 1960); (Levinson, et al., 1962); (Schein, 1965) who labelled it as a 'set of undocumented agreements and understandings people have about certain beliefs, expectations and obligations'. Although the more popular definition conceptualized later by (Rousseau, 1989) that define "Psychological Contract" as one's individual perceived opinion about mutually agreed terms & conditions agreement between two parties. (Rousseau & Wade-Benzoni, 2006) further precisely defined the term, "Psychological contract" separated from the official or legal contract and defined it as "perceived mutual obligations" that characterize the employment relationship between the employer and employees (Karani, et al., 2021). (Conway & Briner, 2005) carried out a systematic review of literature on psychological contract and argued whether the principles prompting psychological contract are just promissory or it might be based on reciprocal exchange of expectations from their employer too. Researchers have begun examining changes in psychological contracts over time (Rousseau, et al., 2015).

1.2. Measurement of Psychological Contract:

Measuring the magnitude of psychological contract is contradicted and argued by many researchers. There are two set diverse school of thoughts: Firstly, those who considers that Psychological Contract Fulfilment (PCF) and Psychological Contract Breach (PCB) are magnitude of one's perceived mutual expectation, obligation (Coyle-Shapiro & Parzefall, 2008); (Robinson & Morrison, 1995), Secondly the other considers that PCF and PCB are not continuum but opposite of each other (Bal, et al., 2008); (Conway & Briner, 2005); (Thanki & Trivedi, 2022). Majority of the researches have studied contract violation and its associated consequences (Robinson & Rousseau, 1994); (Turnley & Feldman, 1999); (Morrison & Robinson, 2000). Rarely researchers showed interest in the prospective benefit of positive employment relationship among employees and employer because of fulfilment of mutual agreement implicating psychological contract (Dabos & Rousseau, 2004).

1.3. The Present and the Future trends of PC Research:

(Morrison, 1994) stated that "change alters the contract". When a psychological contract is perceived to be violated, there can be observed many changes in the contents over a period (Diab-Bahman & Al-Enzi, 2020). As like the pandemic, Covid-19 has disrupted the employment setting like remote working from home, use of technology to communicate etc. Moreover, many people worldwide lost their jobs leading to mistrust, job insecurity, perceived fear of pay deduction resulting to change in the psychological contract profile (Thanki & Trivedi, 2022). Research shows that the employee's feelings and perception of violation, mistrust anger towards the organization is significantly higher than the actual breach of contract (Zhao, et al., 2007). During this time due to unknown fear employees perceived mistrust, low morale, low productivity consequently unexpected Psychological Contract Breach (Gong & Sims, 2023). In addition, employee engagement, Perceived Organizational Support, Organizational Justice mediates Psychological Contract to a degree to which employees respond to psychological contract violation. (Lopez & Katarzyna, 2021).

In the wake of Fourth Industrial Revolution witnessing Artificial Intelligence driven technologies, machine learning, big data, robotic technology other than the existing information technology is both disruption of existing jobs and development of new opportunities in international job market (Ashford, et al., 2018). As a result of advancement in technology like AI Technologies adoption, there is a rise of ambiguity in employment conditions, deteriorating the relationship between Employees and employer that prevent PCF (Conway & Briner, 2008), (Nam, 2019), (Østhus, 2007), (Braganza, et al., 2021).

After undertaking a Systematic Review of Literature (SLR), we could not find any relevant paper discussing the change in theoretical and thematic construct, emerging issues over the period, impact of change till date on Psychological Contract. This gaps in existing literature have urged us to combine both quantitative and qualitative analytical tools to review and summarize the existing literature and advocate impending issues for

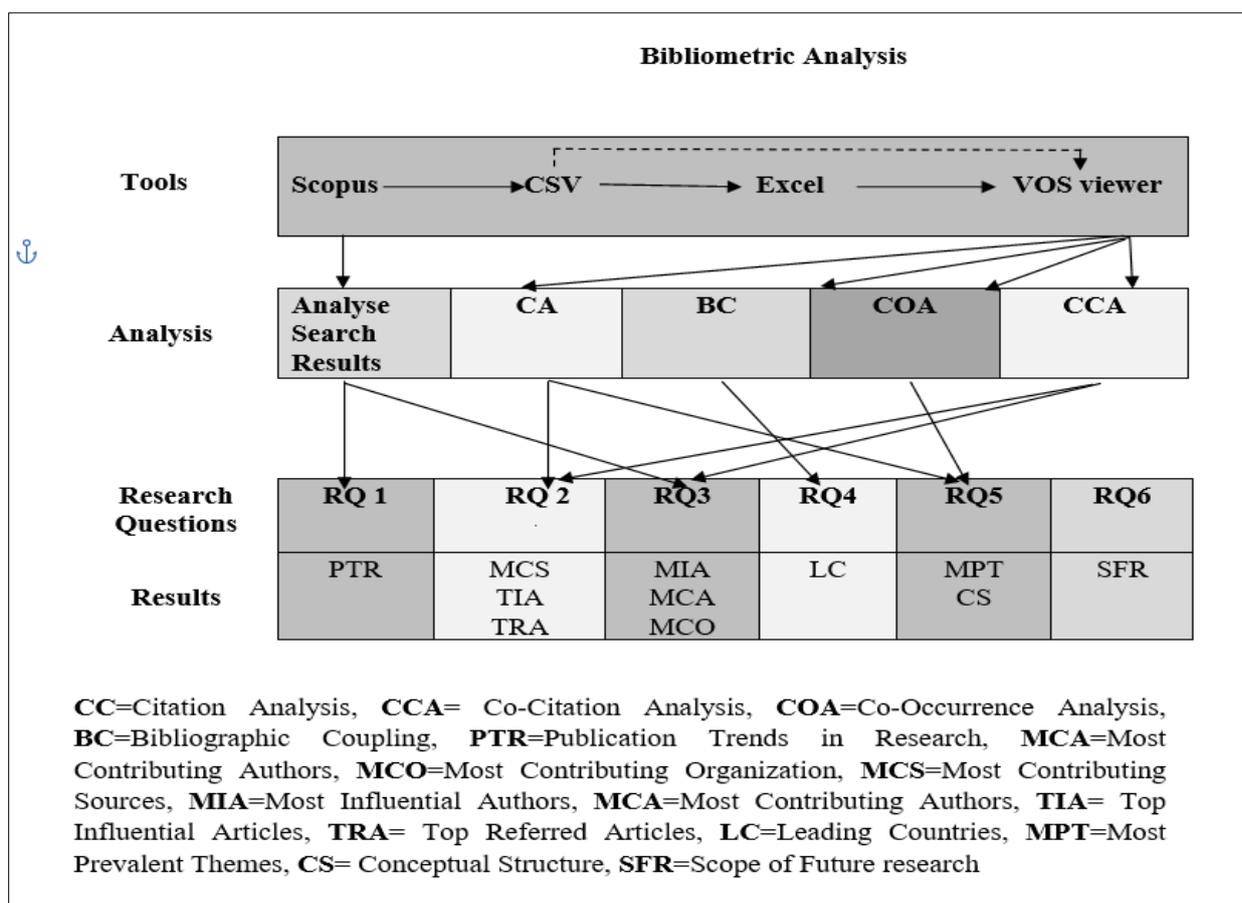
future empirical research. We have added a systematic approach in selection of literature followed by precise bibliometric analysis and systematic literature review (SLR) (Pattnaik & Kumar, 2020) to find out the answer to following set of research questions (RQs):

- RQ1.** What are the Publication Trends in Research (PTR) in the domain of psychological contract (PC)?
- RQ2.** Which are the Most Influential Sources (MIS) and Top Influential Articles (TIA) to the existing literature?
- RQ3.** Which are the Most Influential Authors (MIA) in this research are of PC?
- RQ4.** What are Most Prevalent Themes (MPT) and keywords occurring in this Research domain?
- RQ5.** What is the Scope for Future Research (SFR) around PC?

2. METHODOLOGY:

The method of Bibliometric Analysis considers both qualitative and quantitative tools for the analysis (Pritchard, 1969); (Goodell, et al., 2021). This study is an outcome of SLR and bibliometrics. After an appropriate SLR to derive bibliographic data, bibliometric analysis is conducted (Tranfield, et al., 2003). *Figure 1* sum up the research procedures and the study outcome.

Figure 1: Research Procedure and Research Outcomes



Source: Author's own

2.1. Search plan and data retrieval procedure:

Table 1 summarizes the data retrieval procedure for the present analysis. Contemplating the mostly used keywords, we have considered the general phrase, "Psychological Contract*" from the literature sourced from Scopus Database published till 2022. Data extracted from a search engine or Database like Scopus has

possibility of flawed bibliometric and bibliographic contents so, before processing the data directly, it is important to verify followed by data cleaning to avoid any risk of erroneous assessment (Baker, et al., 2021); (Donthu, et al., 2021); (Zupic & Čater, 2015). Thus, we have verified and cleaned the data and cleaned many irrelevant data by verifying the contents in the ‘titles, abstracts, and author-specified keywords’ to process an appropriate interpretation through ‘Natural Language Processing (NLP) function implanted in VOS viewer. We have considered literature of A*, A and B category (ABDC List 2022) journal articles for the present analysis (Spasojevic, et al., 2018).

Table 1: Data Extraction Procedure

Search Criteria	Exclude	Include
Search Date: 16.03.2023		
Search Database: Scopus		
Search Term: “Psychological Contract*”		2647
Period: 1985-2022		2555
Subject Area: "Business, Management and Accounting", "Social Sciences", "Arts and Humanities"	591	1986
Document Type: Articles	388	1598
Language Screening: English	24	1574
Erroneous Records: Exclude the Invalid Documents	11	1563
	903	660
Quality Screening: Only A*, A category journals of ABDC (Australian Business Deans Council list of quality journals 2022)		
	7	653
Content Screening: All articles are related about Psychological Contract Only		

Source: Author’s own

Note: This table summarizes the procedure involved to extract the bibliographic content.

2.2. Research methodology:

Bibliometric analysis is one of the most widely used systematic quantitative method to uncover evolutionary trajectory of a body of knowledge by extracting summing up the impending topics from a huge size of bibliographic *data* (Donthu, et al., 2021); (Pritchard, 1969); (Broadus, 1987); (Pattnaik & Kumar, 2020).

In the current study, bibliometric analysis has been extensively used for analysing themes (Blanco-Mesa, et al., 2017), *sources* (Donthu, et al., 2021), affiliations (Merigó, et al., 2019) and territories (Mas-Tur, et al., 2018); (Pattnaik & Kumar, 2020). The bibliometric technique summarizes the use of quantitative method of Bibliometric Analysis like Citation analysis on bibliometric data, Number of publication and citation (Pritchard, 1969) (Donthu, et al., 2021). We have used prominent frequently used bibliographic analysis techniques “Citation and Co-citation Analysis” that coincidentally uncover the scholarly comparison of the citing and cited documents (Kessler, 1963); (Small, 1973); (Pattnaik & Kumar, 2020). Co-citation analysis used in our study, helps in differentiating preliminary *information* (Small, 1973); (Boyack & Klavans, 2010); (Goodell, et al., 2021) on the other hand, Bibliographic Coupling helps in exploring the composition in the knowledge domain (Andersen, 2019); (Waltman, et al., 2010) and co-occurrence (co-word) analysis is used to explore the contemporary topics (Andersen, 2019); (Cheng, et al., 2018); (Pattnaik & Kumar, 2020); (Zupic & Čater, 2015); (Donthu, et al., 2021). We have also shown the productivity and influence of the authors through h-index and journal metrics in Elsevier’s Scopus like Cite Score, SJR and SNIP to identify the impact of the sources (Hirsch, 2005); (Colledge, et al., 2010); (Krueger, 2018). We have undertaken keyword analysis to explore the

‘Knowledge Structure’, themes discussed in the existing research and emerging issues in this knowledge domain (Hu, et al., 2017); whereas, co-word analysis explores the Conceptual Structure (CS) (Callon, et al., 1982); (Cagriotta, et al., 2018). We have undertaken Network Analysis by Bibliographic Coupling (BC) and Co-Occurrence Analysis. We have used CSV, MS Excel and VOS viewer software predominantly to do the analysis. We used CSV to extract the data from Elsevier’s Scopus Data base along with VOS viewer to visualize the bibliometric networks.

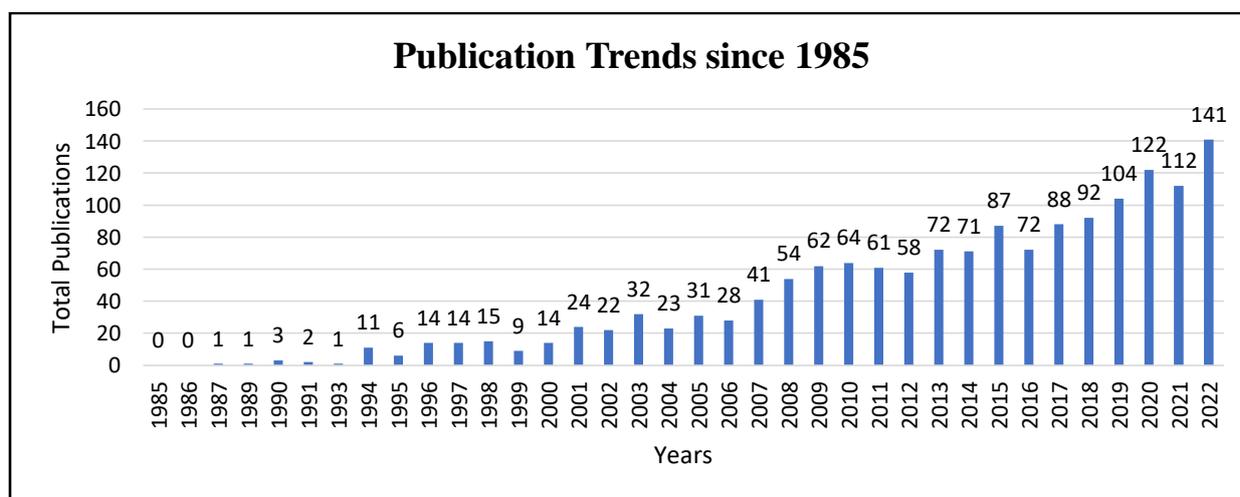
3. FINDINGS AND DISCUSSIONS:

3.1. Analysis of research in Psychological Contract (PC):

3.1.1. Publication Trends in Research (PTR) in PC and Scientific Productivity:

Figure 2 demonstrates the Publication Trends in Research (PRT) in PC showing an inclining trend in the publications since 1985. Before that negligible research papers that can be seen in the Scopus data base. It is evidential from this data that research on Psychological Contract emerged only by 1990.

Figure 2: Publication Trends in Research in Psychological Contract



Source: Author (Data extracted from Scopus)

Note: This figure presents the distribution of the shortlisted articles based on the year of publication.

3.1.2. Most Contributing Authors (MCA) and Organizations (MCO) in the research in PC:

Table 2 list out the To Contributing Authors in the research domain of PC, Denise M. Rousseau, and René Schalk ties at top position with 23 publications followed by Simon Loyd D. Restubog with 22 published articles. The other most influential Authors in the research area of PC are Prashant Bordia, Tim Vantilborgh, Bal P. Matthijs, Agarwal, A. Upasana, William H. Turnley, Sarbari Bordia and Baruch, Yehuda with significant no. of publications. The 10 most contributing Institutions in the research domain of PC in enlisted in Table 2, topped by Tilburg University (Netherlands) with 33 Total Publications (TP) whereas The Australian National University is listed in second position with 28 Publications in PC followed by Vrije Universiteit Brussel (Belgium) and Carnegie Mellon University, Pittsburgh, Pennsylvania (USA) with 22 and 19 Total Publications respectively. The other most contributing Organizations (MCO) in the field of research of PC are Vrije Universiteit Amsterdam (Netherlands), Monash University (Australia) and KU Leuven (Belgium) tied with 18 Total Publications followed by ANU College of Business & Economics (Australia) with 17 Publications. London School of Economics and Political Science (UK) and North-West University (South Africa) contributed with 16 Total Publications (TP) in the publications in top journals (listed in Elsevier’s Scopus database).

Table 2: Top 10 Most contributing Authors and Organizations

AUTHOR	TP	Organizations	TP
Denise M. Rousseau	23	Tilburg University (Netherlands)	33
René Schalk	23	The Australian National University (Australia)	28
Simon Loyd D. Restubog	22	Vrije Universiteit Brussel, (Belgium)	22
Prashant Bordia	18	Carnegie Mellon University, Pennsylvania (USA)	19
Tim Vantilborgh	17	Vrije Universiteit Amsterdam (Netherland)	18
Bal P. Matthijs	15	Monash University (Australia)	18
Agarwal, A. Upasana	13	KU Leuven (Belgium)	18
William H. Turnley	12	ANU College of Business & Economics (Australia)	17
Sarbari Bordia	11	London School of Economics and Political Science (UK)	16
Baruch, Yehuda	10	North-West University (South Africa)	16

Source: Analysis of Search Result in Elsevier’s Scopus

3.1.3. Most Contributing Sources (MCS) on PC, their influence and impact:

Table 3 demonstrate the Most Contributing Sources (MCS) or the most influencing journals based on Total Publication (TP) in the research domain of PC. Table 3 also provide important information about the productivity and influence of the sources through TP, Cite Score, SJR and SNIP that the Authors have derived from Elsevier’s Scopus Database. We have also shown Total Citation (TC) to indicate the influence of the sources that is analysed through Citation Analysis in VOS viewer.

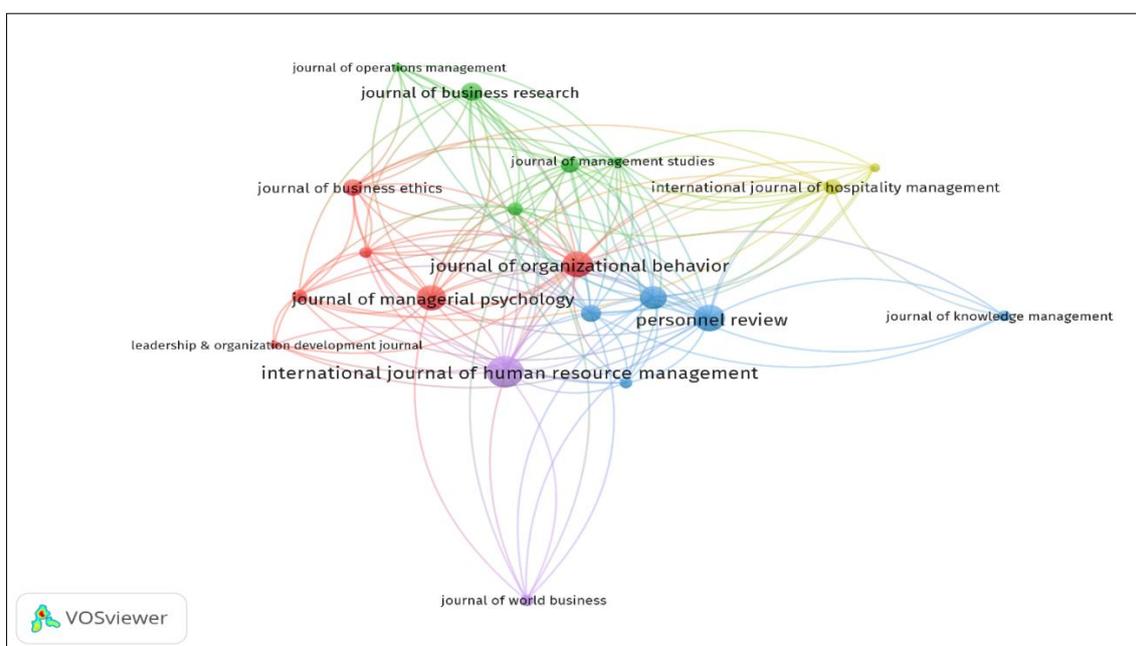
Table 3: 10 Most Contributing Sources (MCS) in the PC Research

SOURCE	Publisher	TP	TC	Cite Score (2021)	SJR (2021)	SNIP (2021)
International Journal of Human Resource Management	Taylor & Francis	60	1325	7.8	1.544	2.264
Personnel Review	Emerald Publishing	43	1121	4.6	0.891	1.399
Journal of Organizational Behavior	Wiley-Blackwell	41	9737	11.6	3.88	3.786
Journal of Managerial Psychology	Emerald Publishing	39	1634	4.7	1.218	1.308
Journal of Vocational Behavior	Elsevier	31	2112	10	2.805	3.227
Journal of Business Research	Elsevier	19	582	11.2	2.316	3.089
Journal of Occupational and Organizational Psychology	Wiley-Blackwell	18	1824	6.8	1.971	1.934
Journal of Business Ethics	Springer Nature	17	745	10.8	2.438	2.863
Journal of Business and Psychology	Springer Nature	15	730	9.00	3.093	3.307
International Journal of Hospitality Management	Elsevier	14	495	12.9	2.512	2.621

Source: Author’s own (Citation Analysis in VOS viewer)

In the *Table 3*, *International Journal of Human Resource Management*, published by *Taylor & Francis* tops the list with 60 publications out of 653 articles (about 13%) of A* and A category journals of ABDC (Australian Business Deans Council list of quality journals 2022) are considered in this current study followed by *Personnel Review* published by *Emerald Publishing* with 43 publications (about 6.3%) included in this study. *Journal of Organizational Behavior*, *Journal of Managerial Psychology* are in third and fourth position with 41 and 39 publications respectively followed by *Journal of Vocational Behavior*, *Journal of Business Research*, *Journal of Business Ethics*, *Journal of Business and Psychology* and *International Journal of Hospitality Management*. It is quite fascinating to see that *Journal of Organizational Behavior* published by *Wiley-Blackwell* has the highest citation with 9737 Total Citation (TC). This is amazing how the top 10 most influential Journals in the list contribute about 56% of the total published articles considered in the present study. *Figure 4* illustrate the Network Visualization of Citation analysis of the Top 10 Most Cited Sources with their huge contribution through publications of articles in the PC research.

Figure 3: Citation Analysis of Top 20 Most Influential Sources



Source: Author's own (Network Visualization of Citation Analysis in VOS viewer)

3.1.4. Most influential Authors (MIA) and their impact in the PC Research:

In our present study we tried to find out the most influential authors (MIA) in the research domain of PC through Co-Citation Analysis of Cited Authors. Precisely we have listed out the top 10 MIA based on the Total Citation (TC) in *Table 4* which also provide information about their current affiliated Organizations, Total link strength (TLS) and Total No. of Citations (TC) to the Author's credit. The author's influence is shown in the form of *h-index* derived from Elsevier's Scopus.

Table 4: Top 10 Most Influential Authors in PC Research

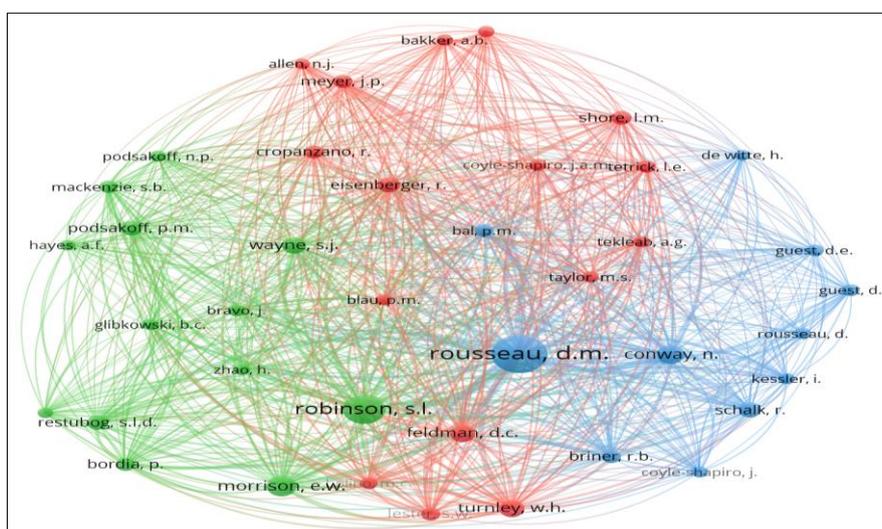
Author	Affiliation	TC	h-INDEX	TLS
Denise M. Rousseau	Tepper School of Business, Pittsburgh, United States	2264	67	51579
Sandra L. Robinson	The University of British Columbia, Vancouver, Canada	1274	26	32352

Elizabeth Wolfe Morrison	Leonard N. Stern School of Business, New York, United States	656	31	17742
Neil Conway	Royal Holloway, University of London, Egham, United Kingdom	586	25	17980
William H. Turnley	College of Business Administration, Manhattan, (USA)	469	35	15477
Daniel C. Feldman	Terry College of Business, Athens, United States	445	69	13346
Sandy J. Wayne	University of Illinois at Chicago, Chicago, United States	416	40	13192
Robert Eisenberger	University of Houston, Houston, United States	364	44	11466
René Schalk	North-West University, Potchefstroom, South Africa	361	27	10407
Simon Loyd D. Restubog	University of Illinois Urbana-Champaign, Urbana, United States	321	42	10731

Source: Author's own (Co-Citation Analysis in VOS viewer)

We discovered that *Denise M. Rousseau* whose h-Index is 67 with the highest TLS of 51579 topped the list of the MIA who is cited 2264 times in the 653article included in the present study. Sandra L. Robinson is the second most influential author followed by Elizabeth Wolfe Morrison in the third position with their massive influence in the PC research with TC 1274 and 656 respectively. *Figure 4* Illustrates the Network Visualization of Co-Citation Analysis of Top 40 cited Authors.

Figure 4: Co-Citation Analysis of Top 30 Authors



Source: Author's own (Network Visualization in VOS viewer)

3.1.5. Top Influential Articles (TIA) with their Influence and Impact:

After doing science mapping in VOS viewer, we conducted Citation Analysis of Top 10 articles and presented the list of Articles and their Authors with information on the Sources, Publishers, Year of Publication and Total Citation (TC) in *Table 5*. We have also illustrated the Network Visualization of the Citation Analysis of TOP 10 Articles in *Figure 5*.

Table 5: Top Influential Articles on PC

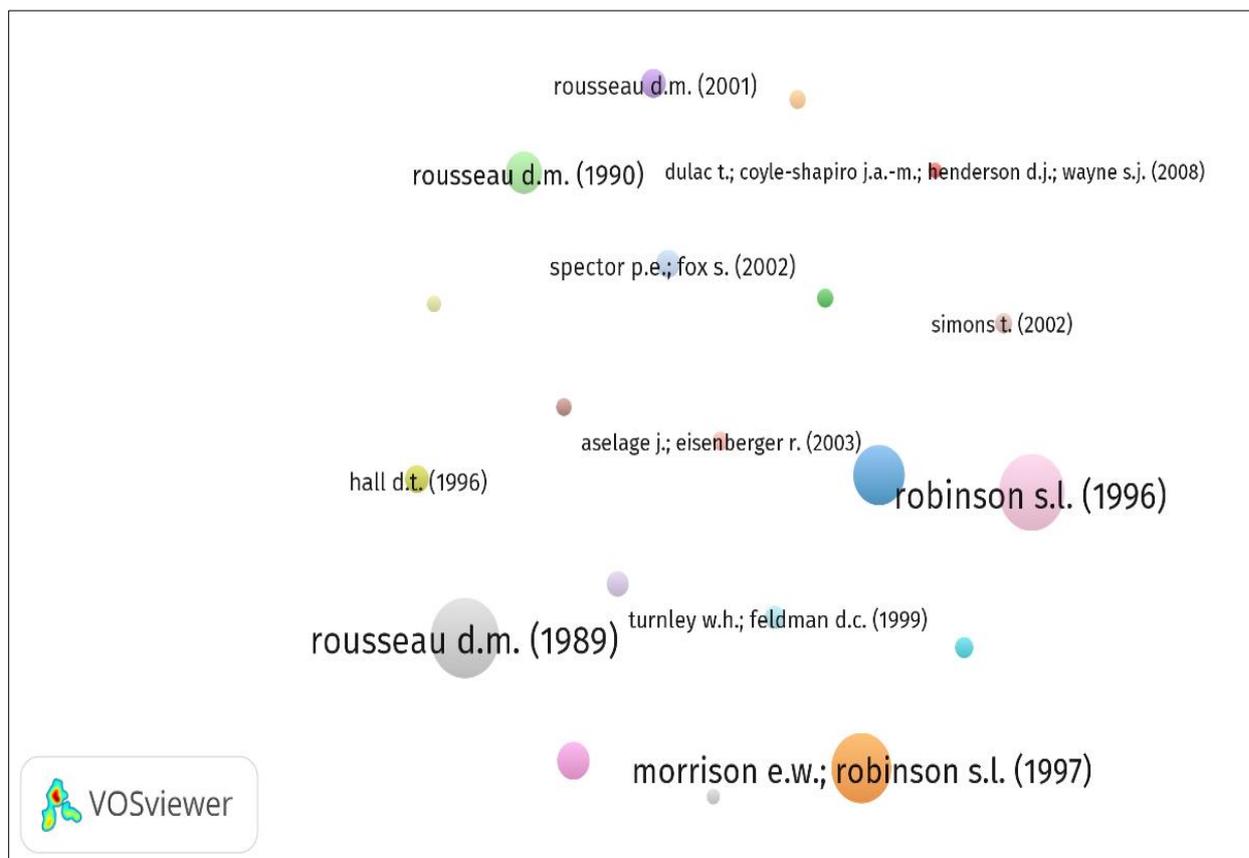
TITLE	AUTHORS	Source	Publisher	Year	TC
“Psychological and implied contracts in organizations”	(Rousseau, 1989)	Employee Responsibilities and Rights Journal’	Springer	1989	1865
“Trust and breach of the psychological contract”	(Robinson , 1996)	Administrative Science Quarterly	SAGE Publication	1996	1779
“When employees feel betrayed: A model of how psychological contract violation develops”	(Morrison & Robinson, 1997)	The Academy of Management Review	The Academy of Management Review	1997	1631
“Violating the psychological contract: Not the exception but the norm”	(Robinson & Rousseau, 1994)	Journal of Organizational Behavior	Wiley	1994	1393
“New hire perceptions of their own and their employer's obligations: A study of psychological contracts”	(Rousseau, 1990)	Journal of Organizational Behavior	Wiley	1990	986
“The development of psychological contract breach and violation: A longitudinal study”	(Robinson & Morrison, 2000)	Journal of Organizational Behavior	Wiley	2000	898
“Schema, promise and mutuality: The building blocks of the psychological contract”	(Rousseau, 2010)	Journal of Occupational and Organizational Psychology	The British Psychological Society/Wiley	2001	670
“An emotion-centred model of voluntary work behavior. Some parallels between counterproductive work behavior and organizational citizenship behavior”	(Spector & Fox, 2002)	Human Resource Management Review	Elsevier	2002	658
“Psychological contracts and OCB: The effect of unfulfilled obligations on civic virtue behavior”	(Robinson & Morrison, 1995)	Journal of Organizational Behavior	Wiley	1995	606

“The impact of psychological contract violations on exit, voice, loyalty, and neglect”	(Turnley & Feldman, 1999)	Human Relations	Sage Journal	1999	562
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Source: Author's Own (Co-Citation Analysis of Cited Reference in VOS viewer)

Denise M. Rousseau’s article “Psychological and implied contracts in organizations” (Rousseau, 1989) topped the list with highest citation of 1865. Denise M. Rousseau is the most influential author and regarded as pioneer who have conceptualized and popularized the concept of ‘Psychological Contract’. The next highest cited article is “Trust and breach of the psychological contract” (Robinson, 1996) with 1779 Total Citation followed by “When employees feel betrayed: A model of how psychological contract violation develops” (Morrison & Robinson, 1997) with Total Citation (TC) 1631. The other highly cited research articles in PC those are included in Top 10 Most Influential List in Table 4 are (Robinson & Rousseau, 1994), (Rousseau, 1990), (Robinson & Morrison, 2000), (Rousseau, 2010), (Spector & Fox, 2002), (Robinson & Morrison, 1995) and (Turnley & Feldman, 1999). It is interesting to note that Sandra L. Robinson has 5 Research Articles in the Top 10 Most Influential Articles (MIA) who has co-authored with Denise M. Rousseau (Robinson & Rousseau, 1994) and 3 articles with Elizabeth Wolfe Morrison (Morrison & Robinson, 1997), (Robinson & Morrison, 2000) and (Robinson & Morrison, 1995). Denise M. Rousseau has 4 articles in the list Top 10 Most Influential Articles (Rousseau, 1989), (Rousseau, 1990), (Rousseau, 2010) and 1 article co-authored with Sandra L. Robinson (Robinson & Rousseau, 1994).

Figure 5: Citation Analysis of 10 Top Influential Articles in PC Research



Source: Author's Own (Citation Analysis in VOS viewer)

3.1.6. Top Referred Articles (TRA) with their Influence and Impact:

We also tried to explore the Most Cited Reference (MCR) that the authors in our Bibliometric Data have cited in their articles. With the help of Co-Citation Analysis of Cited Reference, we have extracted data of top 40 Most

referred Citation. *Table 6* precisely provide information on Top 10 most referred Articles and *Figure 6* demonstrates the Network Analysis of Top 40 MCR in the PC Research. Denise M. Rousseau’s book, “*Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements*” published in 1995 by Sage Publication referred with 470 Total Citation (TC) is found to be the most referred citation in our present study. (Rousseau, 1995) explained the meaning of various written and unwritten contracts in context of organization, society and individual’s Psychology. The book also focuses on issues related to formation of contracts, violation of contracts, different dimensions of contracts in different circumstances.

The book, “*Exchange and Power in Social Life*” by Peter M. Blau published by Taylor & Francis Books in 1964 is the second MCR in our list that provides the blueprint of reciprocity exchange relationship in social life (Blau, 1964). The third most referred citation is (Morrison & Robinson, 1997), where Elizabeth Wolfe Morrison and Sandra L. Robinson elaborated violation of contract in employment relationship in their article, “When Employees Feel Betrayed: A Model of How Psychological Contract Violation Develops” published in 1997 by Academy of Management. The other top cited reference are (Rousseau, 1989), (Robinson , 1996), (Robinson & Rousseau, 1994), (Conway & Briner, 2005), (Robinson & Morrison, 2000), (Robinson & Morrison, 2000), (Argyris, 1960) and (Zhao, et al., 2007) which are included in our list of Top 10 MCR as illustrated in the *Table 6*. We have illustrated the Network Visualization of the Top 40 Cited reference of the Bibliometric content included in our study in *Figure 6*.

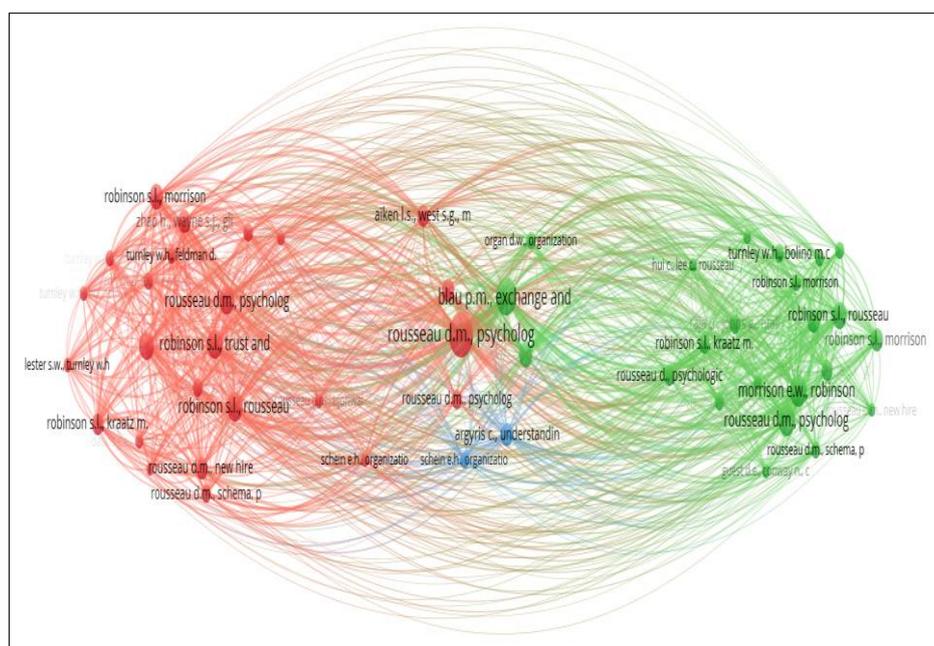
Table 6: 10 Top Referred Articles (TRA)

TITLE	AUTHOR	YEAR	SOURCE	PUBLISHER	TC
“Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements”	Denise M. Rousseau (Rousseau, 1995)	1995	Book	Sage Books	470
“Exchange And Power in Social Life”	Peter M. Blau (Blau, 1964)	1964	Book	Taylor & Francis Books	335
“When Employees Feel Betrayed: A Model of How Psychological Contract Violation Develops”	Elizabeth Wolfe Morrison and Sandra L. Robinson (Morrison & Robinson, 1997)	1997	Academy of Management Review	Academy of Management (JSTOR)	245
“Psychological And Implied Contracts in Organizations, Employee Responsibilities and Rights Journal”	Denise M. Rousseau (Rousseau, 1989)	1989	Employee Responsibilities and Rights Journal	Springer	242
“Trust and Breach of The Psychological Contract”	Sandra L. Robinson (Robinson , 1996)	1996	Administrative Science Quarterly	Sage Publications, Inc.	202
“Violating The Psychological Contract: Not the Exception but The Norm”	Sandra L. Robinson; Denise M. Rousseau (Robinson & Rousseau, 1994)	1994	Journal of Organizational Behavior	Wiley	199

“Understanding Psychological Contracts at Work: A Critical Evaluation of Theory and Research”	Neil Conway; Rob B. Briner (Conway & Briner, 2005)	2005	Book	Oxford University Press	157
“The development of psychological contract breach and violation: a longitudinal study”	Sandra L. Robinson; Elizabeth Wolfe Morrison (Robinson & Morrison, 2000)	2000	Journal of Organizational Behavior	Wiley	152
“Understanding Organizational Behavior”	Chris Argyris (Argyris, 1960)	1960	Understanding organizational behavior	Creative Media Partners	132
“The Impact of Psychological Contract Breach on Work-Related Outcomes”	Zhao, Hao Wayne, Sandy J. Glibkowski, Brian C. Bravo, Jesus (Zhao, et al., 2007)	2007	Personnel Psychology	Wiley	131

Source: Owner’s Own (Co-Citation Analysis of Cited Reference)

Figure 6: Co-Citation Analysis of Cited Reference of Top 40 most referred Articles



Source: Author’s Own (Network Visualization in VOS viewer)

3.1.7. Leading Countries (LC) in PC Research:

Authors from countries around the world have contributed to the research domain of Psychological Contract. We have tried to probe the Top 20 Most Contributing Countries through Bibliographic Coupling in VOS viewer. Table below shows the Top 20 Most Contributing Countries.

We have identified United States of America (USA) with 224 research articles of the 653 articles included in this present study with the highest citation of 16538. United Kingdom (UK) contributed with 115 articles with

4726 total citation and Australia with 100 articles with 3049 Citation standing in the second and third position respectively. Other highly contributing countries in our analysis are China, Canada, Netherland who comes in the fourth, fifth and sixth position with 60, 51 and 40 Articles respectively.

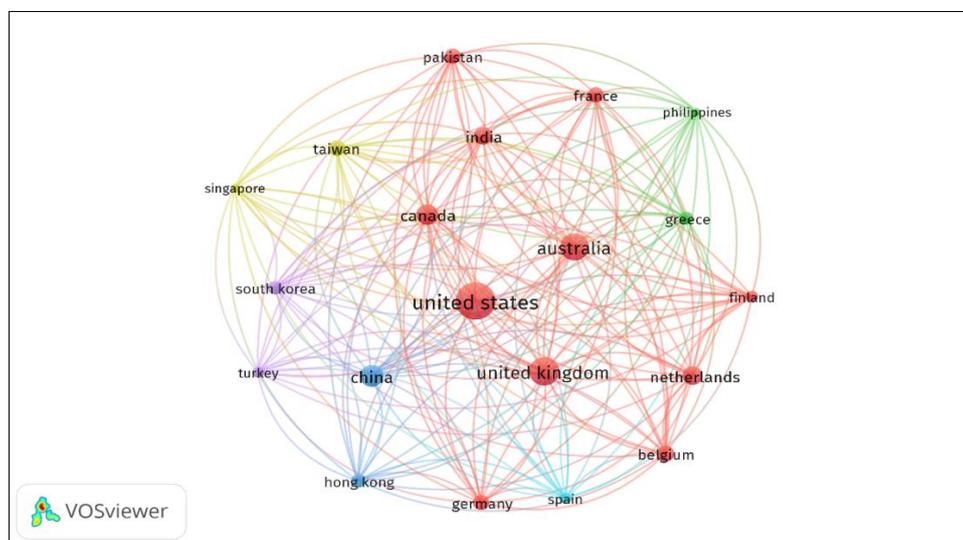
Table 7: Top 20 Leading Countries (LC) in PC Research

Country	TP	TC
United States	224	16538
United Kingdom	115	4726
Australia	100	3049
China	60	1155
Canada	51	2601
Netherlands	40	1919
India	36	906
Belgium	30	1905
Taiwan	27	618
Germany	25	694
France	23	456
Pakistan	23	369
South Korea	18	313
Hong Kong	17	801
Greece	15	440
Spain	13	384
Finland	12	320
Turkey	11	280
Singapore	6	419
Philippines	4	331

Source: Authors Own (Bibliographic Coupling in VOS viewer)

Figure 7 illustrates the Bibliographic Coupling of the 20 countries and their intellectual collaboration through Network Visualization.

Figure 7: Bibliographic Coupling of most Contributing Countries



Source: Authors Own (Network visualization in VOS viewer)

3.1.8. Most Prevalent Themes (MPT) and its conceptual structure:

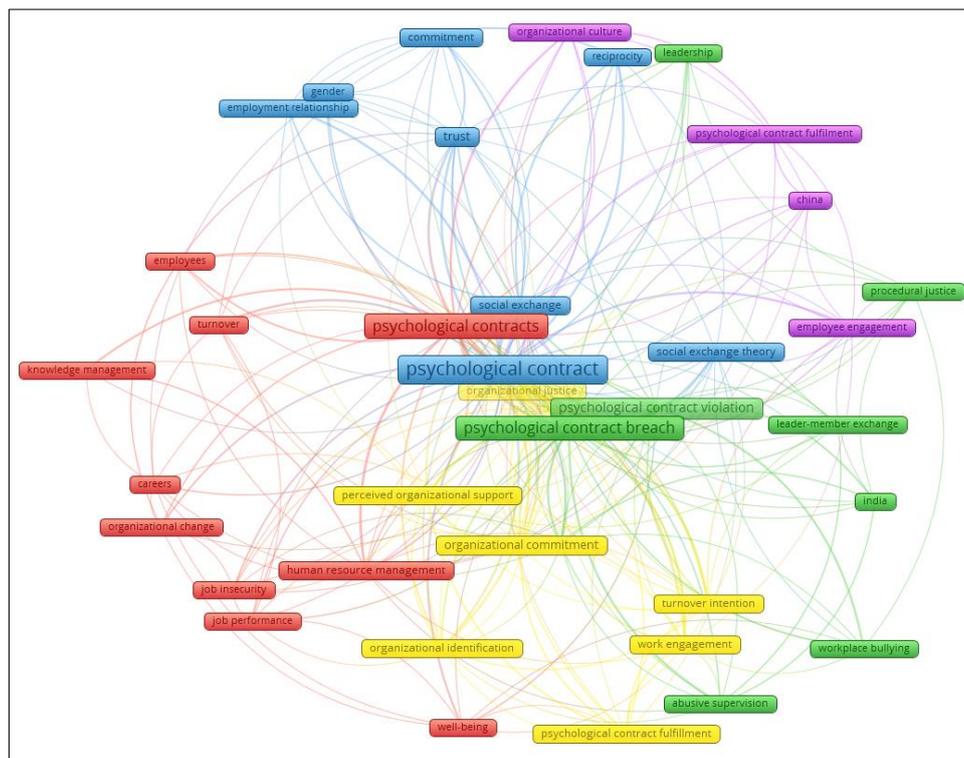
We tried to find out of the Thematic Cluster using Co-Occurrence analysis of 40 mostly occurred Author Keywords in VOS viewer. The Figure illustrates Overlay visualization of Average Publication per year from 2012 to 2018. *Table 8* list out the Top 20 Most Prevalent Themes (MPT) derived from science mapping done in VOS viewer by Co-Occurrence Analysis of Author Keywords from the Bibliometric content included in this study. The primary concept, Psychological Contract(s) topped the list of MPT occurred 295 times followed by Psychological Contract Breach and Psychological Contract Violation with Total Occurrence of 89 and 39 respectively. The other prolific themes used in the literature of PC Research are Job Satisfaction, Trust, Organizational Commitment, Social Exchange, Psychological Contract Fulfilment, Turnover Intention, Quantitative, Perceived Organizational Support, Organizational Justice, Organizational Identification, Psychological Contract Theory, Affective Commitment, Commitment, Work Engagement, Human Resource Management and Social Exchange Theory those are included in our list of Top 20 MPT.

Table 8: Most Prevalent Themes (MPT)

Keywords	Occurrences	Total link strength
Psychological Contract	187	156
Psychological Contracts	108	104
Psychological Contract Breach	89	112
Psychological Contract Violation	39	41
Job Satisfaction	34	54
Trust	28	34
Organizational Commitment	25	50
Social Exchange	22	43
Psychological Contract Fulfilment	20	21
Turnover Intention	20	32
Quantitative	18	30
Perceived Organizational Support	17	34
Organizational Justice	16	31
Organizational Identification	15	31
Psychological Contract Theory	15	9
Affective Commitment	14	24
Commitment	14	19
Work Engagement	14	30
Human Resource Management	13	25
Social Exchange Theory	13	20

Source: Author's Own (Co-Occurrence Analysis in VOS viewer)

Figure 8: Co-Occurrence Analysis of Top 40 Author Keywords



Source: Author's Own (Derived through Co-Occurrence Analysis)

Accumulating the top 40 keywords and the 5 thematic clusters, we have found the themes studied by researchers of the knowledge domain of PC with the help of Co-Occurrence Analysis.

Cluster 1: When we examine the need to study psychological contract, we trace to 'human resource management' in an organization for the 'well-being' and better management of 'employees' and their 'job performance' specially in the competitive business world during 'organizational change', it is a challenge for the organization attract and retain talented employees through 'knowledge management' and providing a better 'career' to decrease 'turnover'. The Red colour shows the concentration of these 10 themes discussed in the PC research of the top keywords.

Cluster 2: The expanding concern for Psychological Contract in an organization is because of the disruption of 'promise, expectation, and obligations' between the 'employer and employees. The green cluster illustrates 9 Keywords that affect the non-fulfilment of Psychological Contract like 'Abusive supervision', 'India', 'Leader-Member exchange', 'Leadership', 'Procedural Justice', 'Psychological Contract Breach', 'Psychological 232

Contract Violation', 'Quantitative' and 'Workplace Bullying'. **Cluster 3:** We tried to probe the conception of Psychological Contract through the clusters of Keywords that shows the 'Social Exchange Theory' is studied to understand the 'Employment Relationship' as the 'Reciprocity' of exchange that increases 'Commitment' of employees towards their employers. In accordance with the significance of the concept of PC, the cluster in blue colour shows 8 items namely *Commitment, Employment Relationship, Gender, Reciprocity, Social Exchange, Social Exchange Theory* and *Trust*. These themes are discussed and cited together by many researchers.

Cluster 4 & 5: Researchers trying to explore factors effecting Psychological Contract (PC). The most frequently used keywords in the research of PC and from the findings of our Co-Occurrence Analysis, the cluster 4 and 5 illustrated keywords in the PC research. **Cluster 4** in yellow colour demonstrates 8 keywords like

Job Satisfaction, Organizational Commitment, Organizational Identification, Perceived organizational Support, Psychological Contract Fulfilment, Turnover Intention and Work Engagement. The purple colour **Cluster 5** displays items like *Affective Commitment, China, Employee Engagement, Organizational Culture and Psychological Contract Fulfilment* which are mentioned in PC Research frequently.

3.2. Conceptual Structure:

Through the Systematic Literature Review and Thematic Cluster to understand the relevant themes and tried to derive the Cause-and-effect relationship of Psychological Contract and found discussion on the two sides of the coin i.e., Psychological Contract Fulfilment (PCF) and Psychological Contract Breach or Violation (PCB or PCV).

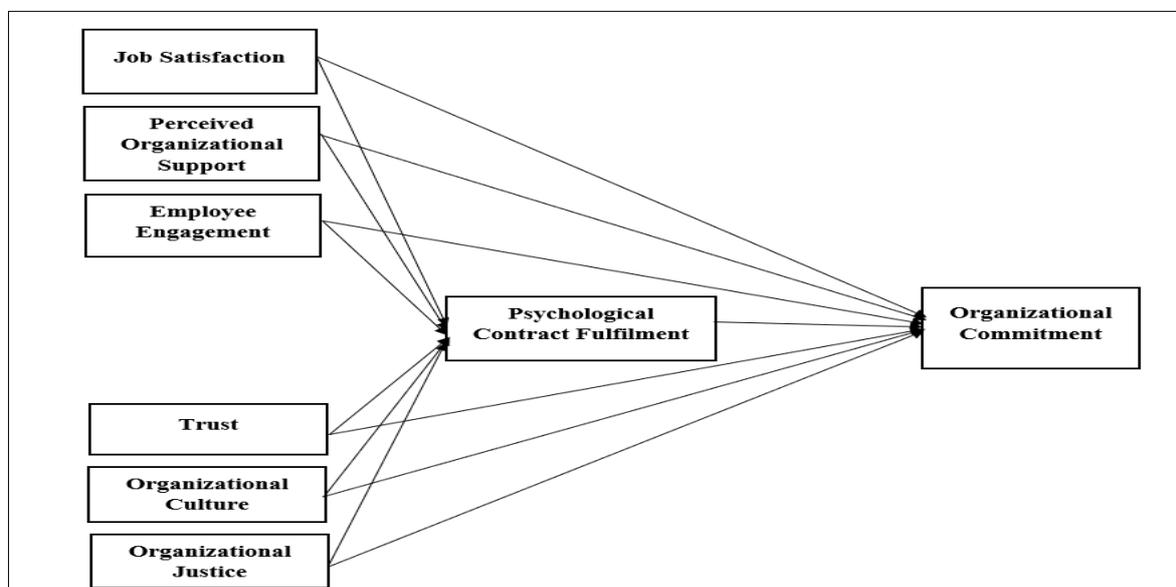
When employees believe that their expectations are not met by their employer, psychological contract is perceived to be violated (Turnley & Feldman, 1999). (Robinson & Rousseau, 1994) emphasized that in an employment relationship, when one party has perception that the other has failed to reciprocate their expectations and obligation, it can be defined as Psychological Contract Breach (PCB). When the employees perceives that the employer has not fulfilled its ‘Promise’ they feel betrayed resulting PCB (Conway & Briner, 2002); (Robinson & Rousseau, 1994). PCF and PCB are opposite of each other, thus establishing the continuum. Whenever the terms & conditions of the contract are perceived to be fulfilled, it falls in acceptable range of variation of the agreements. Employees defer to accept terms & conditions they perceive to be against their principles (Rousseau & Schalk, 2000), (Schalk & Roe, 2007).

The author of this study proposed two conceptual structures through Proposition 1 and proposition 2. While *Proposition 1* demonstrate factors effecting PCF and its consequence, *Proposition 2* shows non fulfilment of PC or PCB/PCF.

3.2.1. Proposition 1: Impact of Psychological Contract Breach or Violation on Organizational Commitment of employees:

Figure 9 illustrates the factors effecting Psychological Contract Fulfilment like Job Satisfaction, Perceived Organizational Contract, Employee Engagement, Trust, Organizational Culture and Procedural Justice. The positive reinforcement of these factors also directly impacts the Organizational Commitment.

Figure 9: Proposed Model of Impact of Psychological Contract Fulfilment on Organizational Commitment

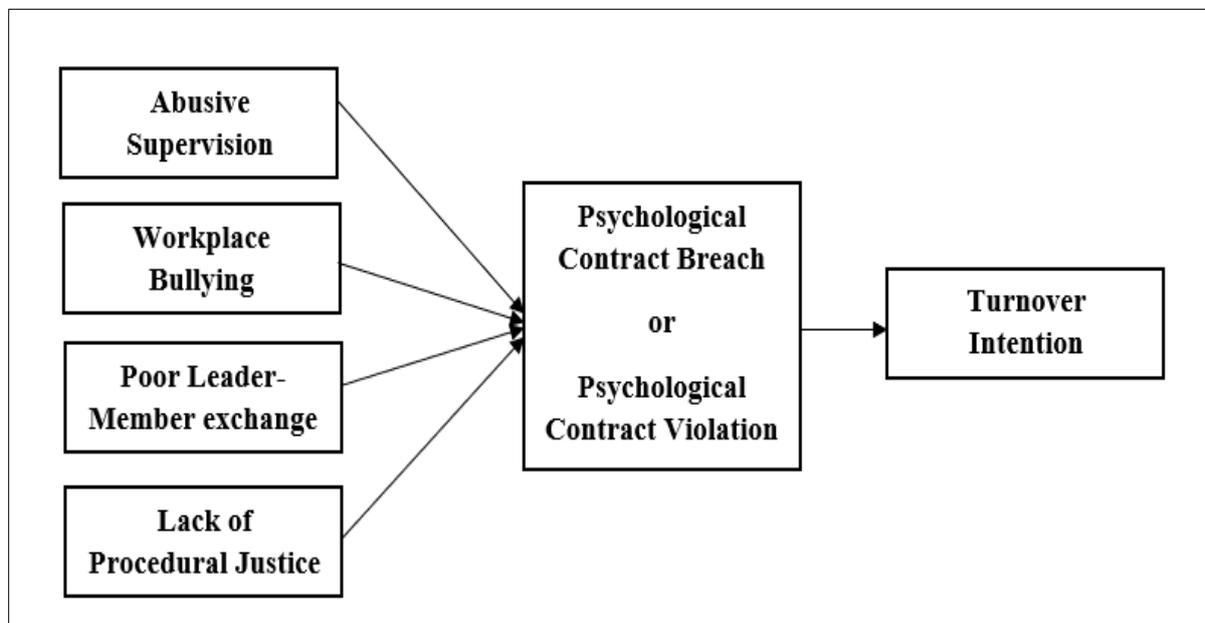


Source: Author's own

3.2.2. Proposition 2: Impact of Psychological Contract Breach or Violation on Turnover Intention of employees:

After undergoing SLR and Co-Occurrence Analysis of the themes mostly occurred in the articles published in A* and A category journals of ABDC those were included in the current study, we tried to review the factors leading to Psychological Contract Breach or Violation (PCB or PCF). *Figure 10* illustrates factors like Abusive Supervision, Workplace Bullying, Poor Leader-Member Exchange and Lack of Procedural Justice can be identified that cause PCB or PCF resulting to employees Turnover Intention.

Figure 10: Proposed Model of impact of Psychological Contract Breach/Violation on Turnover Intention



Source: Author's own

4. SCOPE OF FUTURE STUDY:

With the changes in the Business Environment specially after Covid'19 and advancement of technology like Artificial Intelligence (AI) there can be seen changes in the employee's Psychological Contract. More qualitative and quantitative studies need to be undertaken to explore its dimensions and other variables those are not studied in this study. Since we have considered only 653 Articles in the domain of "Business, Management and Accounting", "Social Sciences", "Arts and Humanities" from Elsevier's Scopus Date Base, there is huge scope of further expansive and larger studies undertaking other domains also using other quantitative tools in future studies. Moreover, Researcher may also target other databases like Web of Science (WoS) using analytical tools and software like Gephi, R Studio, Pajek, Sci Mat, Sci2, UCINET etc along with VOS viewer.

5. CONCLUSION:

This study establishes the attempt to find out a broad, systematic, and thorough Literature review of Psychological Contract (PC). During this research, we identified an escalating research trend, evident in the form of increased publications since 2010. Almost 80% of the literature of the bibliometric data considered in the present study are published after 2010. As the complexity in the employment relationship increases with Human Resource Managers struggling to retain talents, Organizational Behaviour (OB) experts are trying to explore the determinants, magnitude, implications of Psychological Contract as the major catalysts to employee productivity and Organizational Commitment.

We have explored five clusters of themes from mostly occurred Keywords with the help of bibliometric analysis to understand the relevance of the themes with respect to the research body of Psychological Contract. From the

SLR and Science Mapping we have tried to establish the cause-and-effect relationship of Psychological Contract Fulfilment (PCF) and Psychological Contract Breach or Violation (PCB pr PCV) and proposed two Conceptual Models.

This present study predominantly contributes to the academician, OB practitioners and Human Resource Managers by summarizing an inclusive scholarly discussion in PC research. Moreover, the combination of SLR and bibliometric analysis provides rational outcomes paving the way for future scope of study.

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