

Abstract

The objective of this research is to study the relationship of psychological contract violation, organizational commitment, organizational citizenship behaviors and intention to leave which focus on comparison between regular employee and contingent employee. The samples are employee in an automotive company which consist of 316 regular employees and 321 contingent employees totally 637 persons. The research tools are questionnaires. Statistical data analysis by SPSS for windows program to study frequency, percentage, mean, standard deviation, t-test, One way ANOVA and multiple regression analysis.

The summary of research results are as follows:

1. High level of psychological contract violation will effect employees to have lower organizational commitment than low level of psychological contract violation.
2. High level of psychological contract violation will effect employees to have lower organizational citizenship behaviors than low level of psychological contract violation.
3. High level of psychological contract violation will effect employees to have higher intention to leave than low level of psychological contract violation.
4. High level of organizational commitment will effect employees to have higher organizational citizenship behaviors than low level of organizational commitment.
5. High level of organizational commitment will effect employees to have lower intention to leave than low level of organizational commitment.
6. High level of organizational citizenship behaviors will effect employees to have lower intention to leave than low level of organizational citizenship behaviors.
7. Regular employees don't have psychological contract violation higher than contingent employees.
8. Regular employees have higher level of organizational commitment than contingent employees.

9. Regular employees have higher level of organizational citizenship behaviors than contingent employees.

10. Regular employees have lower level of intention to leave than contingent employees.

11. Organizational commitment, psychological contract and organizational citizenship behaviors can be predictors of intention to leave.