

# Psychological Contract

- **Definition :**

- an individual's belief regarding the terms and conditions of a reciprocal exchange relationship between the focal person and another party

- **Relational Psychological Contract :**

- a long-term employment relationship based on trust, with a broader, open-ended, and less well-defined mutual obligations or performance requirements.

- **Hypothesis 1**

- *HPWS positively relates to relational psychological contract .*