

The Relationships between work status and perceived contract fulfillment (presented at the International Conference on Management and Business Research, Vietnam, 16th November 2012)

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Abstrak

Work status dissimilarity is a phenomenon that occurs almost worldwide, and has significant impacts on how workers make sense of their tasks, and their relationships with their organizations. Even though the application of work status dissimilarity in academic life is widespread, there is a lack of understanding in this area. To answer this challenge, the current study asks, "Does work status dissimilarity influence employees' perception of the fulfillment of their contracts and the extent of contract breach?" We chose a public university in Indonesia that (1) because of governmental regulations has to apply two kinds of work status: government employees and non-government employees; and (2) has placed many regulations to make sure that these two statuses have nearly identical right and responsibilities. We collected data from 122 employees that responded to our adaptations of two scales: the Robinson and Morrison's (2000) scale as well as Bal and Vinks' (2011) scale. Analysis demonstrates that, compared to government employees, non-government employees tend to significantly perceive less contract fulfillment in all aspects of contract fulfillment that were measured: job content, social obligation, financial obligation, developmental obligation and ideological dimension. Non-government employees also tend to have higher perception of contract breach. In other words, although these employees with different work status have nearly identical right and responsibilities, they significantly have different perceptions on the extent to which the university fulfills its obligations.