

You are kindly invited to the public defense to obtain the degree of

**DOCTOR OF PSYCHOLOGY**

of Ms. Yang Yang

Which will take place **online** on 2021, February 9 at 3:30 PM

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## **THE DYNAMICS OF THE PSYCHOLOGICAL CONTRACT PROCESS**

### **JURY**

**INTERN:**

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**Prof. dr. Bert Schreurs (VUB)**

**EXTERN:**

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## SUMMARY

The psychological contract consists of individuals' beliefs of mutual obligations between the employee and the employer, and it serves as a mental schema for employees to monitor goal attainment. The central aim of this dissertation is to contribute to the research on the psychological contract as a dynamic process at both the micro and macro levels.

This dissertation takes a within-person approach to investigate various aspects of the psychological contract process in four independent studies, including the driving forces of temporal fluctuations of breach perceptions, mediating mechanisms of employees' responses to breach, coping with breach, as well as behavioral changes in response to the breach of ideological elements of the PC. In specific, quantitative data with daily, weekly and monthly timeframes was collected using online surveys. The results show that employees' perceptions of obligated and delivered inducements form a dynamic system, driving the temporal changes of breach perceptions, employees respond differently to PC breach through the mediating mechanism of need satisfaction and frustration, employees engage in various coping actions under the influence of their goal-based personality as well as occupational future time perspective, and a low value of fulfillment as well as under-fulfillment of ideological PC is a stronger driver for employees' pro-social rule breaking behaviour than core-self evaluation, with the purpose of correcting the situation for a valued cause.

Overall, this dissertation provides evidence for the psychological contract dynamics at the micro and macro level, the dynamics from each aspect of the psychological contract integrates into the dynamic PC process, where breach perceptions are formed, reacted to and coped with.

## CURRICULUM VITAE

Yang Yang, born in 1986, China, obtained the degree of Master in Psychology at the KU Leuven in 2016. Yang began her PhD journey under the guidance of Prof. Dr. Tim Vantilborgh in October 2016 in the Department of Psychology at the Vrije Universiteit Brussel (VUB).

During her PhD, Yang focuses on the dynamics of the psychological contract and executed four studies to investigate multiple aspects of the psychological contract process. This resulted in one published article in European Journal of Work and Organizational Psychology and three other articles currently under peer review. She also co-authored two book chapters on the temporal dynamics of the psychological contract. Her work has been presented in multiple international and national conferences. She is also actively involved in teaching the practical sessions of Research Methods. Her research interests include organizational behavior, coping, well-being, and qualitative methods.