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Abstract

Employees always expect their employers to fulfill the promises according to the conditions embedded in the employment contract being the factor binding them together because when the employer fails to meet up with the promises made, it results to psychological employment contract breach. Thus, it has become crucial for employers to uphold prior promises made to employees for the purpose of reciprocated gestures from the employees leading to increased motivation and performance in the organizations. This paper used little number of sample data in examining psychological contract, trust and psychological employment contract breach in Nigeria public universities. More so, it employs the use of SPSS (Version 24) to examine the reliability and Cronbach alpha of the measurement instruments, as well as the content and face validity. Academicians and experts were used in the instrumented assessment and the pilot study result revealed that the instruments are reliable with evidence of reasonable regularity.

Keywords: Psychological contract, Trust, Psychological Employment Contract Breach

Introduction

All over the world, Universities are considered as the citadel of academic excellence, knowledge, source of intellectualism and above all, the suitable environment for the grooming future leaders (Philip & Adeshola, 2013; Cricelli, Grimaldi & Llanes Dueñas, 2018; Subair, 2014). It serves as an institution of learning and molding good character in society. According to Ipinyomi (2013), developing countries especially Africa, put their hope in educational system to campaign for its development. Despite this, the under-developed countries have remain at the basic foundation and incessantly lack the value for the need of taking it with utmost importance (Ajayi & Usman, 2010; Bukola, 2011), as this led to low attachment on the relevance of the academic employment contracts thereby influencing their perception negatively on the job.

It is important to understand that one of the utmost factors to achieving the aims and objectives of any university system is the lecturer (Nwakpu, 2010), and the academic staff performance is not only centered on their qualification and competence, but also psychological fulfillment which encourages them to put in their best (Abdulsalam & Mawoli, 2012; Istichomah, Suroso & Dimyati, 2018). The academicians serve as key players in the university system as the survival or otherwise of any university depends on sound and dedicated lecturers. Therefore, it is expected that the government support the lecturers with the appropriate packages (improved condition of service, working tools, welfare package, promotion of qualified personnel, etc.) in accordance to their employment contract so as to withstand the security challenges bedeviling the nation but reverse is the case (Oriere, 2016; Ogunyemi, 2016). This has led to series of industrial actions and it is on this note that this study intends to look into psychological contract, trust and psychological contract breach in Nigeria public universities.

Furthermore, previous studies on psychological contract have the same opinion which shows the important role it plays in enhancing employee’s perception regarding their job and employer (Ahmad & Zafar, 2018; Leary-Kelly, Henderson, Anand, & Ashforth, 2014; Rousseau, 1990), but it also needs further empirical research on numerous scope, various national cultures and other differences among cross-national (Rousseau & Schalk, 2000; Westwood, Sparrow & Leung, 2001). This is because results from previous studies carried out in other parts of the world cannot be generalized due to cultural differences. Also, results from previous studies indicated that there is significant relationship between psychological contract and psychological employment contract breach (Jamil, Raja & Darr, 2013; Restubog et.al, 2013; Van der, Linde & Cockeran, 2013), while others revealed insignificant relationship (Alocrover et al, 2012; Grimmer & Oddy, 2007) and this inconsistencies necessitates the introduction of mediating variable in shedding more light on the relationship between psychological contract and psychological employment contract breach (Lo & Aryee, 2003).

Based on the above reasons, this paper intends used trust as mediating variable on psychological contract and psychological employment contract breach so as to empirically test for pilot study in Nigeria since most of the studies on psychological contract are in

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This involves using team of specialist in the related field to test few sample representation of respondents for the purpose of passing judgment on the appropriateness of the items chosen in determining a variable (Hair, Money, Samouel & Page, 2007; Sekaran & Bougie, 2010; Hair et al., 2010). This entails orderly appraisal of scale in ensuring that items are theoretically measuring what it is purposely meant for. Meanwhile, in ensuring the validation of this instrument, sample was distributed to experts so as to get feedback regarding the sufficiency and appropriateness of the items under investigation. More so, few lecturers in Universiti Utara Malaysia, as well as Ph.D. students that have experience in the related field of study, were given the questionnaire for the purpose of assessment and necessary observation of the measuring instruments.

Thus, they made some observations and few words are rearranged and rephrased, for the purpose of proper construct determination, in enhancing the respondents’ ability to understand and answer the questionnaires appropriately. This process of consulting experts took the period of two weeks leading to the derivation of accurate questionnaire that was administered for the pilot study.

**Reliability Test**

In addition to the face and content validity, it is also important to undertake a reliability test. There are different forms of reliability test but internal consistency reliability test is the most common technique used by researchers (Green & Yang, 2015; Litwin, 1995). This is the level at which items “dangle jointly as a set” as well as having the ability of independently measuring the alike concept regarding the level at which the items are associated with each other. Cronbach’s alpha coefficient is the most accepted test of inter-item consistency reliability (Sekaran & Bougie, 2010), and thus, this study employed it to ascertain the internal consistency of the mechanism. Checking the accuracy and consistency of instruments is crucial (Hair, Money, Samouel & Page, 2007), despite the fact that construct measures were deduced from previous studies and literature, there is still need testing and validation (Hair et al., 2007), as carried out in this research. Also, Hair et al. (2007) made an observation that researchers usually consider a Cronbach alpha value of 0.70 as the minimum, but lower coefficients may be acceptable as well.

The study analyzed the data with the application SPSS version 24 and the result shows that the items are reliable ranging from 0.825 to 0.916 and it is in accordance with past studies that applied same measurement and found it to be reliable (Fayyazi, & Aslani, 2015; Peng, Jien & Lin, 2016; Rayton & Yalabik, 2014; Sharif, Wahab & Sarip, 2017; Robinson & Morrison, 2000; Millward & Herriot, 2000).

**Table 1: Reliability Result of Pilot Test**

<table>
<thead>
<tr>
<th>Construct</th>
<th>No of Items</th>
<th>Cronbach’s Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological</td>
<td>9</td>
<td>0.916</td>
</tr>
<tr>
<td>Employment</td>
<td>7</td>
<td>0.825</td>
</tr>
<tr>
<td>Contract Breach</td>
<td>33</td>
<td>0.869</td>
</tr>
</tbody>
</table>

**Data Distribution**

According to Tabachnick & Fidell, (2007) as well as Pallant (2001), the general standard for the inferential statistical method is the execution of normality test. Normality implies the scores of each variable that is distributed normally (Hair et al., 2010). As suggested by Hair et al. (2012) as well as Hair et al. (2014), normality can be checked through variable values of skewness and kurtosis of the data distribution.
This is because skewness and kurtosis have empirical measures in several statistical programs and thus, the metric variables of both skewness and kurtosis should fall within the range of -1.96 and +1.96 (Brown, 1997; Hair Jr, et al., 1998). Thus, the data of the present study were examined via skewness and kurtosis and it was discovered to be normal and they all fall within the normal range of -1.96 and +1.96 (Brown, 1997).

Conclusion

The purpose of this pilot study is to examine the reliability and validity of the measuring instruments for further large scale study. This study makes use of a few sample size of 25 cases for pilot test as specialist was used to effecting necessary corrections against larger study that would be conducted.

Face content validity were examined in this study, while the implication of the study constructs would be completely examined in the main study. More so, the inter-item reliability test revealed that all the studied items under the present study were reliable and above the minimum benchmark of 0.07. Also, the skewness and kurtosis indicated that the data is normal as they all fall within the normal range.

References


