

## **Untangling the strings of psychological contract and employee performance: the situation of public world**

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### **Abstract**

#### **Purpose**

First, in this paper the purpose is to untangle the knots of psychological contract of the employee and the effects of fulfillment and violation of the psychological contract on the employee's performance. Secondly, author attempted to find out the attitudinal and behavioral outcomes of the employees once they recognize that their psychological contract is fulfilled. Third, author attempted to contribute in the existing literature of the psychological contract and employee performance via rigorous literature of the previous studies.

#### **Approach**

In this study data was collected from a target sample of 478 teaching employees working in the state universities of the Haryana. Data was categorized on the basis of designation of employees. 331 assistant professors, 45 associate professors and 102 professors constituted the data of this study. A questionnaire consisting of 44 items was employed in this study. Factor analysis was conducted for the development of factors. Hypothesis was tested by administering the correlation and regression procedures.

#### **Findings**

The psychological contract and employee performance is positively correlated. The factors of the psychological contract (organizational culture, work life balance, social climate, open communication and benefits) affect the performance of the employees. 40.3% of the variance in the dependent variable (employee performance) is explained by the psychological contract (independent variable). The independent factor work life balance was found to be most explanatory variable of the employee performance as 53.8% of the variance in employee performance if explained by alone this factor. The mediating effect of the demographic variables is considered to be constant in this study.

#### **Implications**

The finding suggests that the academicians and practitioners should consider the pros and cons of the psychological contract perceptions and the effect of fulfillment of the PC on the employee's performance. Further, the public sector as well as private sector should note

the psychological contract obligations as they affect the attitudinal and behavioral outcomes of the employees.

## **Framework for Accommodating Repatriated Migrant Workers of Odisha in Economic Activities at their Native Places**

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### **Abstract**

Pandemic owing to Covid-19 has put its toll across the communities irrespective of the geographical boundaries they belong to, but it has made the lives of migrant workers in India wretched. While starvation and sufferings are very common to all the migrant workers of India during the pandemic, its impact has been resulted in costing lives of some of them. Intolerable pain has insisted most of the migrant workers to return to their native places. Inflow of returnee migrant workers to the rural sector has been a crucial point of concern for the respective state governments. State of Odisha is not an exception to this worry. It has been putting all its efforts to accommodate all the repatriated migrant workers in economic activities of the rural sector of the state. However, the value paradox stands still as migration was the outcome of not accommodating the rural population effectively in their native places, but how this rural economy will accommodate the returnee migrants now. A meticulous framework coined with the governmental efforts may address the paradox. Thus, the objective of this paper is to design a road-map for accommodating repatriated migrant workers in the rural sector efficiently by way of content analysis.

## **Life Struggle and contribution of Father of Indian Constitution: DR. B.R Ambedkar**

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### **Abstract**

Someone has correctly said that “Lotus flower blossoms even in the garbage” and nobody can stop the rising sun showering rays of light in the universe. Dr. Ambedkar popularly known as “Babasaheb” was born on the Indian soil as a lighthouse of knowledge and wisdom. On account of the gigantic task of drafting the Indian constitution so ably, he is called as “Father of Indian constitution.” In spite of having been born in the ‘Untouchable’ Mahar caste and belonging to a poor family, he attained higher education and make himself one of the most qualified person during the period when India was being governed by the British Government and only few people were educated. He will be remembered as a bright star in the history of India till eternity due to his contribution in uplifting the poor and downtrodden people during his life time. Because of his legal knowledge and being the chairman of the drafting committee of the constitution, he is also called as “Architect of Indian constitution”. He was an expert legal luminary, economist, and social reformer who played important role during the freedom struggle of India fighting against the various types of ills in the Indian society and standing for unprivileged people. For his tireless struggle, he was awarded “Bharat Ratna” in 1990 posthumously.

## **A Study on CSR Practices and Trends in the state of Madhya Pradesh India**

**K. Suchitra**

### **Abstract**

In the twenty first century corporate have become socially and ethically responsible and CSR has become a very important aspect of the organizations .With the legal ruling in 2013 which makes CSR mandatory for companies whose profit over 500 crores in the society it has assumed new dimensions. Even the backward states like Madhya Pradesh in India have started reaping the benefits of the same. Although companies who are not in the legal purview also carrying CSR activities in the state. The paper aims to find out the CSR trends and practices in the state of Madhya Pradesh in India and wants to identify the similarities and differences among CSR practices of Large, Medium and small-scale units in the state of Madhya Pradesh. The study uses survey method and data analysis has been done through graph and percentage analysis. The suggestions and recommendations have been made for companies and the government to make CSR more effective and beneficial for the stake holders in the state.

## **Learning needs assessment of postmenopausal Women in a rural community, Karnataka, India**

**Kudu, Dogara**

### **Abstract**

Every woman uniquely experiences menopause. The problems can be either well managed or prevented if a woman is well informed. Healthy employees are productive and establish healthy families. It is important therefore to find out what a woman needs to learn about menopause.

**Objective:** To determine the learning needs of the women at the postmenopausal period. **Methods:** The study adopted an exploratory approach using a cross-sectional design. The setting was selected conveniently. The investigator took a simple random sampling technique. Demographic Performa and learning need assessment scales were used to collect data.

**Results:** Most of the subjects were belonging to 51-55 years of age. The majority of the subjects attained menopause between the age of 41-50 years. More than 3/4th of the subjects were of a nuclear family. The majority of the subjects were married, had secondary education and were housewives. Subjects had significant learning needs in the areas of 'lifestyle modification' and 'sexual health'. Eighty-one percent felt that they needed to give more importance to their children than their health. Thirty- nine subjects ranked 'prevention of bone loss and joint pain' as their first preference of learning, 19 ranked 'mental health' as their seventh preference; 20 subjects ranked 'sexual health' as their eighth preference of education.

**Conclusion:** There is a need to train women on lifestyle modification and the promotion of sexual health during the postmenopausal period. They do need information on the development of physical and mental health.

## **Organizational Citizenship Behavior: The Contribution of Organizational Commitment**

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### **Abstract**

The purpose of the present study is to find out the contribution of some variables towards organizational citizenship behavior. Under these variables three components of organizational commitment namely affective commitment, continuance commitment and normative commitment have been taken. The contribution of these variables towards organizational citizenship behavior has been examined by conducting a study upon 100 managerial level employees from different units of private sector organizations and multiple step-wise regressions has been performed. The findings of the present study indicate the affective commitment as strong contributor of organizational citizenship behavior as compared to normative commitment and continuance commitment as well. The findings also reveal the positive relationship among the variables of organizational citizenship behavior, affective commitment, and normative commitment. Further, the study explores the negative relationship of continuance commitment variable with the variables of citizenship behavior, affective commitment, and normative commitment. The findings of the study have been discussed in the support of related literature.

## **The Oromoo of Ilu Abbaa Boor: On Their Early Settlement Pattern and Gadaa System**

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### **Abstract**

This paper explores the settlement pattern and Gadaa system of Ilu Oromoo. It gives hints about who is Ilu, how they settled and expanded in this area, how they developed their Gadaa system in early settlement patterns. The study drew on qualitative research approach and purposive sampling technique was employed to select the key informants. Observation, interview and focus group discussion were the tools for generating primary data. Secondary sources were thoroughly reviewed to bridge the existing knowledge gap. The finding of the study indicates that in the early settlement pattern the Tumme clan occupied the area currently called Ilu Abbaa boor and developed their Gadaa system. From the Tumme clan 'warra Hadheeso' was the pioneer clan 'daggal saaqii' who occupied the area first. Then the other clan followed them and occupied this area. Hence the researcher recommended that different researchers, students, journalists and writers should give attention to this area for further exploration of the issue under study.

## **Indonesia-China relationship: the political identity and social conflict in Padang, West Sumatera-**

### **Indonesia**

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### **Abstract**

The ups and downs of relations between Indonesia and China in West Sumatra have been going on for a long time and have even given deep wounds to the victims of the conflict. Identity politics (indigenous and non-indigenous) have also provided a separate partition in acculturation and assimilation of the culture of Chinese or Chinese (non-indigenous) descendants in Padang, West Sumatra. Research objectives: (1) Describe identity politics in Padang, West Sumatra. (2) Describes social conflict between indigenous and non-indigenous people in Padang, West Sumatra. (3) Describe the influence of identity politics and social strife in Padang, West Sumatra. The research uses a quantitative approach. The population in the study was 360 people—methods of collecting data through psychological scales and interviews. The sampling technique used is *simple random sampling*. Data analysis techniques use simple regression. The results of this study found no influence of identity politics on social conflict in the city of Padang,