

ABSTRACT

In the realm of academia, where the exchange of knowledge and commitment to shared goals form the cornerstone of institutional dynamics, the concept of the psychological contract between employees and their organizations holds significant relevance. This implicit agreement, characterized by mutual expectations and obligations, plays a pivotal role in shaping employee attitudes, behaviors, and organizational outcomes. However, breaches in this psychological contract can lead to feelings of disillusionment, cynicism, and disengagement among employees, potentially undermining organizational effectiveness and employee well-being. Against this backdrop, this study delves into the intricate relationship between psychological contract breach and organizational cynicism within the academic domain. By examining the influence of organization cynicism, work alienation, emotional exhaustion, and work engagement on psychological contract breach, the research aims to shed light on the dynamics shaping employee attitudes and perceptions in educational institutions. The study employs a quantitative approach, utilizing survey questionnaires to gather data from teaching and administrative staff in public and private universities situated in Hyderabad city and Jamshoro city. The research methodology comprises the administration of survey questionnaires designed to collect both demographic information through open-ended questions and data on the variables of interest through closed-ended questions. A total of 150 faculty and staff members from each sector participated in the survey, with convenience and random sampling techniques applied to achieve the study's objectives. Data analysis was conducted using the Statistical Package for the Social Sciences (SPSS). The findings of the study affirm the presence of significant relationships between organization cynicism, work alienation, emotional exhaustion, work engagement, and psychological contract breach. All four hypotheses positing such relationships were supported by the data. However, it is noteworthy that the sampling was confined to the academic sector within specific geographical locations, namely Hyderabad city and Jamshoro city. Consequently, the generalizability of the findings to the broader academic sector of Sindh may be constrained. The study's outcomes carry several

practical implications for academia. Recognizing the detrimental effects of psychological contract breach and organizational cynicism on employee well-being and organizational effectiveness, institutions can implement strategies aimed at fostering a positive work environment. Addressing factors such as work alienation and emotional exhaustion through interventions promoting employee engagement and organizational support can mitigate the risk of psychological contract breach, thereby enhancing job satisfaction and performance. This study contributes to the existing literature by offering insights into the interplay between psychological contract breach and organizational cynicism specifically within the academic sector.

Keywords: Psychological Contract Breach, Organizational Cynicism, Work Alienation, Emotional Exhaustion, Work Engagement.