

The Impact of Psychological Contract on Organizational Citizenship Behaviour: A Study of Executive Level Employees in a Leading Insurance Company in Sri Lanka

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This study mainly focuses on the relationship between psychological contracts and organizational citizenship behaviour. Data was gathered from 120 executive level employees in a leading insurance company to test the hypotheses. To determine factors relating to employees' organizational citizenship behaviour (OCB) and psychological contracts, analysis using SPSS software was conducted. The results of statistical analysis support the idea that different psychological contract elements have an impact on organizational citizenship behaviour. The outcome is consistent with numerous earlier investigations into the psychological contract and its connection to OCB. The study offers managers insightful information about the psychology of employees toward various psychological contract dimensions and the extent to which these elements influence employees' organizational citizenship behaviour.

Keywords: *Psychological Contract, Organizational Citizenship Behaviour, Relational Contract, Transactional Contract, Transitional Contract, Balanced Contract*

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