

Research Article

Investigating the Relationship Between Psychological Contract, Apprenticeship Participation, and Ethnic Papuan Turnover Intention

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Abstract.

The study's overarching goal was to look at how ethnic Papuans' intentions to leave their current positions relate to their involvement in apprenticeship programs, the psychological contract, and other similar concepts, at the Nemangkawi Mining Institute IPN. Methods from the relational and transactional psychological contracts were used in this study. Through the privatized institution in the Mimika area and other contracting organizations, 110 persons took part in the apprenticeship program. We used the following tools for our measurements: the apprenticeship participation rate, the turnover intention scale, and psychological contracts. The multiple regression analysis yielded an F-value of 25.273, indicating statistical significance at the $p < 0.01$ level. This data lends credence to the study premise that apprenticeship involvement and psychological contracts significantly impacts turnover intention. In forecasting desire to leave, psychological contracts and apprenticeship participation account for 39.9% of the total contribution value.

Keywords: Papua ethnicity, intention turnover, apprenticeship participation, psychological contract, contractor workers

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Published: 15 October 2024

Publishing services provided by Knowledge E

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Selection and Peer-review under the responsibility of the 8th ICOS: Sustainable Economics Conference Committee.

1. Introduction

Following Presidential Instruction (Inpres) Number 9 of 2020, which emphasizes the need to speed up welfare development in the Papua and West Papua provinces, the Ministry of Manpower is carrying out its ongoing efforts to improve the well-being of these provinces by fostering the development of local human resource capabilities. The Presidential Instruction requires this action, hence it is being carried out. This is accomplished in order to fulfill the mandate of the Presidential Instruction. The Papuan ethnicity is distinguished by the fact that Papuans are actively involved in the labor force; this is an essential factor in the transmission of traditional skills from one generation to the next. For the purpose of incorporating traditional skills into the educational system of Papua New Guinea, along with the traditional idea of "learning by doing" (learning



by doing), it is important to avoid misinterpreting this as a potentially harmful kind of teaching.

Learning is an integral part of several of the traditional occupations practiced by native Papuans. The goal is to help the next generation of ethnic Papuans acquire the skills they need to support themselves and their families as they grow up and become contributing members of their communities. When it comes to the working world, though, they aren't much for mingling with coworkers or joining groups; they prefer their own company; they get bored easily; they're content with the results they get; they're loyal to their ethnic group; and they miss and love their family dearly. This is inseparable from the phenomena known as turnover intention, which causes people to consider quitting their current job [1].

An employee's knowledge of the firm where he works and a deliberate desire to leave the organization are both components that are considered to be part of the definition of turnover intention [1]; When an employee is conscious of their plan to quit their current position, they are said to have turnover intention. According to the findings of the Global Talent Management and Reward Study Survey conducted in 2012–2013, Indonesia need assistance in recruiting and keeping personnel, particularly high-potential and critical-skill individuals who perform exceptionally well [2]. Primary cause of employee turnover in Indonesia is not terminations or layoffs, but rather the choices made by workers to quit their positions for a variety of reasons.

On two different levels, the problem of turnover may be viewed: the organizational level and the individual level, both of which concentrate on the intents of workers to leave their positions [3]. The corporation suffers greatly when workers voluntarily leave. It is worth noting that there has been a tendency for apprentice involvement to decline since 2003, when the Nemangkawi Mining Institute (NMI) was established as a platform to guarantee that local Papuans could acquire the necessary technical skills for employment. With over 90% of the graduates being local Papuans, NMI has been successful in placing over 2,100 students in jobs with contractors and privatization enterprises in Mimika Regency, Papua. Over 3,800 apprentice students have participated in this supplementary training program. Training is defined as an organized attempt to acquire knowledge in the form of rules, ideas, behaviors, or abilities with the goal of enhancing performance. In addition, training includes lessons, drills, and other forms of instruction designed to improve proficiency or productivity on the job [4].

There are a number of organizational elements that might cause a person to leave their position, including corporate culture, employee participation, and remuneration [5]. The elements that drive workers to remain with a firm include the financial compensation, the connection with the management, the prospects for advancement, the location of the workplace, and the advantages of working time [2]. There is a high rate of employee turnover because workers anticipate receiving larger benefits from their employers, both monetarily and psychologically [3]. It is possible to understand the connection that exists between workers and firms by referring to a notion [6]. As a kind of contribution to the firm, workers complete certain tasks towards the company and get certain inducements. These responsibilities and inducements, when seen from the employee's point of view, represent the obligations that the company has to its workers [7].

In most cases, the evaluation of psychological contracts centers on determining whether the contract is a part of relational or transactional exchanges. A working relationship that is conducted on the basis of an economic exchange of time and certain tasks is referred to as a transactional size. Additionally, this connection has the potential to instill a feeling of certainty and commitment inside the organization. Work involvement is connected to employee turnover in addition to the psychological contract that exists between employers and workers. It is possible to forecast organizational problems such as staff attrition based on work participation metrics [8].

Participation in the workplace is an essential component that has a considerable influence on the outcomes of work completed by people, workers, and other organizations [9]. Furthermore, the engagement of workers in their jobs is an essential component in the process of enhancing the productivity of workers [10]. The degree to which people absorb the values and significance of work in the lives of workers is indicated by their level of job involvement [6], participating in one's place of employment transforms one's life into a central focus [11], and willing to devote the majority of his time and energy to his job. Workers who have absorbed ideals at work or who attach significance to their employment are less likely to leave on a regular basis [8].

Taking into consideration the information presented above, psychological contracts and job involvement are seen as significant factors in lowering the desire to leave the employment. This is particularly true among ethnic Papuans, who have their own unique traits. There has not been a significant amount of research conducted on it in business settings where ethnic Papuans at the Nemangkawi Mining Institute (IPN) get training. Consequently, this research was carried out with the purpose of determining

the significance of the psychological contract, the participation in apprenticeships, and the desire of ethnic Papuans to leave their jobs. Within the scope of this investigation, the hypothesis is that there is a simultaneous function for psychological contracts and apprenticeship participation in the desire of ethnic Papuans to leave their current jobs.

2. Methods

Psychological contract, apprenticeship participation, and desire to leave were the three factors that were shown to be independent variables in this research. People of Papuan ethnicity who worked for privatization and contracting firms in Papua's Mimika Regency participated in this research. Specifically, participants were chosen based on predetermined criteria, making use of a non-random purposive sampling approach. Ethnic Papuans born between 1980 and 1995, a minimum of five years of employment, and permanent employee status were the conditions for corporate personnel to participate in the research. There were a total of 110 individuals that took part in this research. At first, 130 scales were handed out; however, 20 of them could not be studied due to the fact that participants had to fulfill certain requirements in order to complete them.

Turnover intent, psychological contracts, and apprenticeship involvement were all measured using the scale in this research. The initial step was to look for relevant theories in the existing literature. Each of the study variables was thereafter accompanied by a set of scales. The three-item turnover intention scale, the contract psychological (CP) scale, and the dimensions-based turnover intention scale are used [12], and the apprenticeship participation scale [13]. Distributing 97 scales to three departments inside the organization, researchers ran an empirical trial of the scale from June 26, 2023 to July 5, 2023. This was, of course, coordinated with the appropriate authorities. Regarding the quantity of workers meeting the requirements to participate as study respondents, the researcher also worked with the heads of each area division. Each area supervisor receives the research scale. After the trial scale was filled out and collected again, the reliability test was conducted. The 27-item turnover intention scale measures three distinct states of mind: contemplation of leaving, purpose to seek employment elsewhere, and actual departure. This scale's reliability coefficient is 0.919 after several trials.

Researchers sent scales to participants in the company's administrative staff, labs, work area shops, operators, mechanics, electricians, welders, and carpenters between June and July 2023 in order to gather data. As evidence of their readiness to engage,

participants were given informed permission before they could complete out the scale. In order to analyze and explain the data, the researcher collected the scales again after the participants had completed them. The researcher concludes by offering recommendations to relevant parties. Multiple regression tests were used to analyze the data from the research in order to investigate the impact psychological contracts and apprenticeship participation have.

3. Results and Discussion

There are a total of 110 participants in this research. The participants come from a wide variety of age groups, educational backgrounds, occupational fields, and years of service within the organization. The majority of the participants were male, with 87 individuals (79.09%), according to the demographic data that was collected. According to the level of education, the majority of the participants were in high school, with 79 individuals accounting for 71.81% of the total. 89 persons, or 80.90 %, were in the age range of 26–30 years old, while eight people, or 7.27 %, had worked for more than 16 years. The maximum age range of the participants was between 26 and 30 years old. This research had 47 persons, which is 42.72 % of the total participants. The bulk of the participants were operators. The following table provides a comprehensive breakdown of the demographic information pertaining to the participants.

TABLE 1: Respondent data based on gender.

Num.	Gender	Amount	%age
1	Male	87	79,09 %
2	Female	23	20,90 %
	Amount	110	100%

Source: Data processed from company divisions 2023

According to Table 1, the data collected from respondents based on gender came from the male group, which accounted for 79.09% of the total of 110 participants. while the %age of female participants was just 20.90%.

According to Table 2, the respondents' data based on Education came from the SMA (Senior High School graduate) group, which accounted for 71.81 % of the total of 110 participants. SMP (Junior High School graduate) participants made up the second greatest %age of participation, with 16.36% of the total. The D3 (Diploma-3 graduate)

TABLE 2: Respondent data based on education level.

Num.	Education	Amount	%age
1	SMP (Junior High School graduate)	18	16,36 %
2	SMA (Senior High School graduate)	79	71,81 %
3	D3 (Dipoma-3 graduate)	9	8,18 %
4	S1 (Undergraduate)	4	3,63 %
Amount		110	100 %

Source: Data processed from company divisions 2023

category had the third biggest number of competitors, accounting for 8.18% of the total. The S1 (undergraduate) category had the fewest participation, with just 3.63 % of them.

TABLE 3: Respondent data based on age.

Num.	Age	Amount	%age
1	< 25	11	10 %
2	26 – 30	89	80,90 %
3	>31	10	9,09 %
Amount		110	100 %

Source: Data processed from company divisions 2023

According to Table 3, the data on respondents based on age came from the group of participants between the ages of 26 and 30, which accounted for 80.90% of the total pool of 110 participants. The second largest participants, with a %age of 10%, were those who were under the age of 25. 9.09 % of the participants were above the age of 31, making up the youngest group.

TABLE 4: Respondent data based on working period.

Num.	Years of Service	Amount	%age
1	< 5	54	49,09 %
2	6-10	37	33,63 %
3	11-15	11	10 %
4	> 16	8	7,27 %
Amount		110	100 %

Source: Data processed from company divisions 2023

Table 4 presents the data collected from the respondents depending on their Working Period. The majority of the respondents, or 49.09%, came from the group of having a year of service of less than five, which included 54 participants. 33,63 % of the

participants came from the year of service that ranged from six to ten years. The third biggest number of participants came from the year of service between 11 and 15, amounting to 10% of the total. Seven and a quarter % of the participants were those who had served for more than sixteen years.

TABLE 5: Respondent data based on work area.

Num.	Work Area	Amount	%age
1	Admin Power	15	13,63 %
2	Laboratory	7	6,36 %
3	Operator	47	42,72 %
4	Mechanical	19	17,27 %
5	Electrician	13	11,81 %
6	Welder	6	5,45 %
8	Carpenter	3	2,72 %
	Amount	110	100 %

Source: Data processed from company divisions 2023

Following the findings shown in Table 5, the researchers did not examine the assumptions of normality and linearity prior to testing the hypothesis. This is in reference to the viewpoint that the analysis of research data may be carried out immediately without the need to first assess whether or not assumptions are correct [14]. It is not essential to conduct the assumption test in order to generate descriptive statistics on the study data since the differences that are produced are completely inconsequential. Despite this, researchers continue to perform multicollinearity tests as a particular assumption test that must be satisfied before multiple regression studies may be carried out. With the use of a multiple regression analysis, the multicollinearity test is designed to determine whether or not there is a connection between a number of different variables. For the multicollinearity test to be considered successful, the tolerance level must be more than 0.1, and the variance inflation factor (VIF) must be greater than 10. This implies that there is no link between any of the predictors in the study.

TABLE 6: Multicollinearity test.

Description	Tolerance	VIF
Transactional Size	0,604	1,656
Reational Size	0,695	1,438
Apprenticeship Participation	0,629	1,589

According to Table 6, there is no evidence of multicollinearity or link between the various predictor variables, which include apprenticeship participation, relational involvement, and transactional engagement. This assertion is supported by the relevant tolerance values, which are more than 0.1 and VIF values that are lower than 10. The fact that this multicollinearity test was successful demonstrates that it is possible to carry out multiple regression statistical studies. Within the scope of this investigation, the technique of multiple regression analysis (multiple regression analysis) is used. In the field of regression analysis, one approach that may be used to ascertain the influence of many variables on the criterion is known as multiple regression analysis. The F test is used in this investigation to determine whether or not there is a role for psychological contracts (both transactional and relational aspects) and apprenticeship participation concurrently (simultaneously) on the desire to leave one's current position. An F value of 25,273 was derived from the regression test results, with a significance level of $p < 0.01$ being the threshold for significance. The results of this study suggest that psychological contracts and apprenticeship involvement have a substantial impact on the desire to leave an organization. As a result, the hypothesis of the investigation is accepted. The capacity of the predictor variable to accurately predict the criterion variable is characterized by the coefficient of determination, symbolized by the letter R^2 . Based on the findings of the investigation, the value of R^2 is found to be 0.399. This demonstrates that the effective contribution of apprenticeship participation and psychological contracts (both in terms of transactional and relational characteristics) in predicting turnover intention is 39.9%. Furthermore, it demonstrates that of the predictors of turnover intention, sixty-one % originate from other characteristics that are not included in this research.

TABLE 7: Multiple regression coefficient.

	Unstandardized Coefficients	Standardized Coefficients	t	Sig. (p)
	β	B		
Constant	148.587	-	11,485	0.000
Transactional	-1.859	-0.377	-4.034	0.000
Rational	-1.471	-0.297	-3.413	0.001
Apprenticeship Implications	-0.210	-0.072	-0.787	0.433

The multiple regression coefficients for each predictor (transactional, relational, and apprenticeship involvement aspects) on turnover intention are shown in Table 7. Additionally, the results of the t-test are included in this table. To determine the extent to which each dimension contributes to turnover intention in a partial (separate) manner, the t-test is used. According to the findings of the t-test, it was discovered that only two aspects of the psychological contract had a significant effect on turnover intention. These factors were the transactional dimension ($t = -4.034$, $p < 0.01$) and the relational dimension ($t = -3.413$, $p = 0.01$). After doing a partial analysis, the findings of this t-test indicate that participation in an apprenticeship program does not substantially predict the desire to leave the organization. A negative sign is displayed by the regression coefficients of the psychological contract dimensions and apprenticeship participation. This indicates that there is a negative relationship between the psychological contract dimension and apprenticeship participation and turnover intention, as determined by the results of the regression analysis. It is possible to construct the equation for the regression line as follows:

$$\text{Turnover Intention} = 148,587 + (-1,859) \text{ Transactional} + (-1,471) \text{ Relational} + (-0,210) \text{ Apprenticeship Participation}$$

According to the regression equation shown above, a rise of one point in the transactional dimension will result in a reduction of 1,859 points in the motivation to leave the organization in the relational dimension. Every one-point rise in the relational dimension will result in a 1,471-point decrease in the desire to do turnover. Over the same time period, it was discovered that the association between apprenticeship participation and turnover intention was not significant ($p = 0.433$). It was claimed that the study hypothesis was approved after the findings of the analysis were taken into consideration [15]. Based on the findings, it was determined that the only aspects of the psychological contract that were significant for turnover intention were the transactional and relational aspects. Work participation, on the other hand, did not show out to be a major factor in turnover intention [16].

The perception that an employee has about the reciprocal connection that exists between the employee and the organization is known as the psychological contract among workers [17] after taking into account the amount of this donation to the corporation as well as the return that the company received for the contribution. The transactional component refers to a psychological contract that businesses and their workers have with one another [18] contracting and privatization firms are the focus of this research. These companies are founded on economic exchanges, which means

that workers are compensated depending on their performance [19]. An employee's tasks are carried out in accordance with a restricted and precise work schedule [20]. Transactional relationships are the sort of work relationships that are most likely to result in turnover behavior. This is because of the features that they possess [21].

Based on the findings of this research, it can be concluded that the psychological contract of the transactional component plays a crucial role in understanding turnover intention. A negative association exists between the transactional component and the goal to turn over the business. The degree of turnover intention of the contractor will be lower if the contractor is able to fulfill its economic commitments to its workers, since this indicates that the contractor will satisfy its duties. The higher the score on this dimension, the more optimistic the opinions of the workers are toward the transactional interactions that they have at work. In the event that the economic assurance provided by the contracting organization is consistently met, workers have a tendency to maintain their current positions [22]. Employers who use transactional contracts to construct employment agreements will compensate workers monetarily for the skills they demonstrate on the job [23].

A shortage of qualified contractors, particularly those serving international corporations with operations in Indonesia, has emerged as a result of the current circumstances in the country. The significance of the transactional component in turnover intent is impacted by this as well. Workers are under no compulsion to remain with their present employer [24]. Despite this, workers still see their connection with their employer as consisting only of financial dealings with contracting businesses [25], despite the poor conditions in the contractual labor market, they choose to remain in their existing position. One predictor that also strongly predicts turnover intention is the relational nature of the psychological contract [26]. In the event that the transactional dimension is founded on monetary transactions, then the relational dimension is based on social transactions. The findings of this research indicate that there is an inverse association between the relational component and the desire to leave the organization.

The higher score that was achieved in the relational component suggests that workers have a good attitude towards relational work interactions, and vice versa [27]. When an employee is bound by a relational contract, they are obligated to demonstrate loyalty and devotion to the organization's interests and meeting its requirements [28]. As a result of promotion, mentorship, and outreach, workers are able to establish a sense of identification with the firm [29]. In this relational contract, the form of trust that is being discussed is known as affective trust, which refers to trust that is founded on a deep

and emotional connection with the organization [30]. For the sake of each individual's well-being, the formation of relational ties will result in the development of a feeling of safety, belonging, respect, nurturing, and loyalty [30]. Workers and the company build a lasting working connection via this relational work relationship. This demonstrates that the degree of desire to leave may be predicted by the relationship component. In order to reassure workers that their positions would be secure, both financial and non-financial contracts will be in place.

It is clear from the data that employee engagement on the job has little effect on their desire to leave their current position. Apprenticeship involvement is a psychological process of associating with a job that is seen as having the ability to meet fundamental requirements and expectations [13]. When workers' expectations are fulfilled on the workplace, they are highly engaged in their work [31]. Workers who have a high level of job engagement exhibit a number of traits, including the fact that they admit that their level of job participation varies from person to person, that they often feel bad if they do not finish their work, and that they try to avoid missing work. Because of this, workers who participate in apprenticeships to a high degree have lower inclinations of leaving their jobs [32]. The findings of this study are also based on the findings of prior research that shown a negative association between involvement in apprenticeship programs and the desire to leave one's current position in the contractor industry [33].

Emotional connection with the task is one facet of apprenticeship participation that is important to consider [34]. Individuals who participate in apprenticeship programs are also emotionally invested in the job that they do [35]. In the meanwhile, this kind of trust in a relational contract is founded on an attached and emotional connection with the organization, which has resulted in respect and care for the well-being of each partner [30]. Consequently, this may provide an explanation for why there is a wedge, or the same measurement domain, between the relational component of the psychological contract and the job participation dimension. Therefore, when the relational component of the psychological contract is analyzed concurrently, the function of apprenticeship participation will be "covered" by the psychological contract. To put it another way, the emotional aspect is one of the factors that contributes to the inclination to leave the occupation [36] represented by the relational dimension of the psychological contract. When workers are in agreement with the values that are expressed at their workplace, they are more likely to have low intentions of leaving their employment and to opt to remain in their current positions [5]. It has been shown via simultaneous analysis

that the aspects of the psychological contract and apprenticeship involvement have a substantial impact on the desire to leave the organization.

On the other hand, if the analysis is just partly completed, the apprenticeship involvement role does not play a major impact in forecasting the desire to leave the organization. This was determined by examining the correlation between each variable. The implication of this is that the desire of ethnic Papuan contractors to leave their jobs decreases in proportion to the degree to which they participate in apprenticeships, relational work, and transactional work. In the opposite direction, the desire of ethnic Papuan contractors to leave their jobs increases in proportion to the degree to which they have a reduced transactional dimension, relational dimension, and apprenticeship involvement.

4. Conclusion

The study reveals that psychological contract and apprenticeship participation significantly impact turnover intention in the ethnic Papuan contractor workforce. The effective contribution of these factors is 39.9%, with partial analysis showing no contribution. To reduce turnover, companies should focus on fulfilling the psychological contract of their workers, both transactionally and relationally. This can be achieved through financial guarantees, formal agreements, or demonstrating individual abilities. Financial promises made to workers have the potential to forge bonds of trust, attachment, loyalty, and devotion over time, as well as to reveal core principles held by the company. In addition, the study suggests that future research should use a broader variety of research methods to examine other indications that might indicate ethnic Papuan workers' willingness to quit their existing positions. Because of its focus on ethnic Papuan contractors, this study has the ability to supplement previous research on employee intentions to quit their occupations. On the other hand, there are several limitations to the study, such as the small but significant influence of psychological contract elements and apprenticeship engagement.

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