

# INFLUENCE OF PSYCHOLOGICAL CONTRACT BREACH ON ORGANISATIONAL CITIZENSHIP BEHAVIOUR: MEDIATING EFFECTS OF AUTHENTIC LEADERSHIP STYLE AND PSYCHOLOGICAL WELL-BEING - A WORKING PAPER

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## ABSTRACT

*The corner stone of all formal relationships are the intrinsic agreement of obligations. These obligations though implicit, define the relationships of the parties concerned. Such innate and spontaneous reciprocal expectations are subjectively termed as Psychological Contracts. When the employees perceive such expectations of them are broken, is termed as Psychological contract breach and is prone to create a negative impact on the organisational outcomes. But, Positive organisational behaviours can save this worsening scenario and can suppress the negativity thus caused by Psychological Contract breach. This working paper is an attempt to examine the mediating effect of Positive organisational behaviour taking into consideration, two constructs, namely, Authentic leadership style and psychological well-being of employees.*

**KEYWORDS:** Psychological contracts, psychological contract Breach, authentic leadership style, Psychological well-being, organisational citizenship behaviour.

Original Article

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