Due to an aging workforce, the labor participation of older workers is increasing. However, little research has been done on how employment relationships are perceived differently between younger and older workers. This thesis investigated differences in psychological contracts and reactions to contract breaches between younger and older workers. Through meta-analyses and (longitudinal) empirical field studies, it was found that older workers differ from younger workers in their perceptions of the psychological contract, their reaction to contract breaches and the way how they are motivated by their employer.

Matthijs Bal studied organizational psychology at Utrecht University. He was a PhD-Student at VU University Amsterdam, Department of Management and Organization. Currently he is an assistant professor at the same department. His research focuses on older workers, psychological contracts of ethnic minorities, and workplace diversity.
Uitnodiging

Voor de openbare verdediging van het proefschrift van

Matthijs Bal

Age and Psychological Contract Breach in Relation to Work Outcomes

Op donderdag 28 mei 2009 om 15.45 uur in de Aula van de Vrije Universiteit Amsterdam, De Boelelaan 1105, 1081 HV Amsterdam.

Aansluitend is een receptie nabij de Aula.

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