Summary in English

Age and Psychological Contract
Breach in Relation to Work Outcomes
Due to the aging workforce, it has become more important to investigate older workers’ work motivation, and how this differs from that of younger workers. It is likely that older workers will have different perceptions from their employer than younger workers, and they will react differently to organizational treatment. In other words: older workers will have a different psychological contract with their organization, and show different reactions when the psychological contract is broken. The current thesis investigated through meta-analyses of existing research and through empirical survey research whether this was the case. The thesis shows that older workers have in general less intense reaction to psychological contract breach, have lower expectations concerning development, but will show stronger reactions than youngsters when the organization invests in the social relation with their older employees. Finally, it was found that a good relationship between the organization and the older worker functions as a buffer against negative effects of psychological contract breach, including unfair treatment. For organizations that want to retain older workers and keep them motivated in their work, it is important to invest in a good relation where both parties put effort for an optimal performance.