



## **PSYCHOLOGICAL CONTRACT, EMPLOYEE TRAINING, ORGANIZATIONAL COMMITMENT AND EMPLOYEE PERFORMANCE IN SELECTED UGANDAN AVIATION COMPANIES**

### **ABSTRACT**

The study investigated psychological contract, employee training, organizational commitment and employee performance on selected Uganda Aviation Companies. The research was guided by five objectives which aimed at examining the relationship between psychological contract and organizational commitment, the relationship between employee training and organizational commitment, the relationship between psychological contract and employee performance, the relationship between employee training and employee performance and the relationship between organizational commitment and employee performance. By use of the cross- sectional approach, 201 employees were used as the sample size that was important in investigating the topic at hand. The study was based mainly on Primary data in form of questionnaires and documentary reviews of the selected literature. The study employed quantitative techniques of data collection and data was analyzed using descriptive tables with percentages and frequencies, correlation tables and regression tables. The study revealed that employees from selected Uganda Aviation Companies support their company's levels of psychological contract, employee training and employee performance, however, they were uncertain/not sure with the company's level of organization commitment. Furthermore, the study established that there is a positive and significant relationship between psychological contract and organization commitment, Employee

training and organization commitment among the selected Uganda Aviation Companies was significantly related. The selected Uganda Aviation companies' psychological contracts were significantly related to the employee performance, employee training was significantly related to employee performance. Furthermore, the level of organizational commitment was also significantly related employee performance.