

# **The Impact of Violation of Psychological Contract on Intention to Quit**

## **(An Empirical Study: the Academic Staff at Syrian Private Universities)**

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### **Abstract**

This study aimed to explore the impact of psychological contract violation on intention to quit among academic staff in private universities in Syria. To achieve these objectives, the researchers constructed a questionnaire consisting of (13) items and distributed the questionnaire to a sample of (127) member of academic staff in Syrian private universities.

The statistical analyses point to the following results:

- There is a significant impact of violation of the psychological contract on the intention of academic staff to quit private universities in Syria.
- There are no significant differences between the academic staff's perception of violation of psychological contract concerning the variables of (sex, nature of contract, and job status).
- There are significant differences between the academic staff's perception of violation of psychological contract concerning the variables of (age, academic degree, and source of certificate) .