

# Przywiązanie do organizacji i zaangażowanie w pracę w warunkach zmiany kontraktu psychologicznego

Ainsworth, M.D.S. (1989). Attachments beyond infancy. *American Psychologist*, 44, 4, 709-716

Allen, N. J., Meyer, J. P. (1990). The measurement and antecedents of affective, continuance, and normative commitment to the organization. *Journal of Occupational Psychology*, 63, 1-18.

Allen, N. J., Meyer, J. P. (1996). Affective, continuance, and normative commitment to the organization: An examination of construct validity. *Journal of Vocational Behavior*, 49, 252-276.

Allport, G. (1943). The ego in contemporary psychology. *Psychological Review*, 60, 757-760.

Angle, H.L., Perry, J.L. (1981). An empirical assessment of organizational commitment and organizational effectiveness. *Administrative Science Quarterly*, 27, 1-14.

Armstrong M. (2004). *Zarządzanie zasobami ludzkimi*. Kraków, Oficyna Ekonomiczna

Arnett, J.J. (2000). Emerging adulthood. A theory of development from the late teens through the twenties. *American Psychologist*, 55, 469-480.

Bal, P. M., De Lange, A. H., Jansen, P. G. W., Van Der Velde, M. E. G. (2008). Psychological contract breach and job attitudes: A meta-analysis of age as a moderator. *Journal of Organizational Behavior*, 172, 143-158.

- Bańka, A. (1996). *Psychopatologia pracy*. Poznań: Gemini.
- Bańka, A. (2000). Psychologia organizacji. W: Strelau, J. (red.), *Psychologia. Podręcznik akademicki* (t.3, s.321-350). Gdańsk: GWP.
- Bańka, A., Bazińska, R., Wołowska, A. (2002). Polska wersja Meyera i Allen Skali Przywiązania do Organizacji. *Czasopismo psychologiczne*, 8, 1, 65-74.
- Bańka, A., Łącała, Z., Noworoł, C., Ratajczak, Z. (2002a). *Zarządzanie uczelnią: Efektywność i satysfakcja w pracy administracyjnej*. Kraków: Pracownia Psychometrii i Analiz Jakości Nauczania Uniwersytet Jagielloński.
- Bańka, A. (2005). Proaktywność. Podstawy teoretyczne, konstrukcja i analiza czynnikowa Skali Proaktywności w Karierze. Poznań – Warszawa: Instytut Rozwoju Kariery.
- Bańka, A. (2005a). Jakość życia a jakość rozwoju: Społeczny kontekst płci, aktywności i rodziny. (W:) Bańka, A (red.) *Psychologia jakości życia*. Poznań: Stowarzyszenie Psychologia i Architektura, 7-32.
- Bańka, A. (2006c). *Wschodząca dorosłość: Osobowość i cele personalne w procesie tranzycji do dorosłości*. Poznań: Print-B (w druku).
- Bańka, A. (2006d). Rozwój jednostki w okresie wczesnej dorosłości jako problem integralności osobowej i społecznej. W: Popielski K (red),. Lublin: KUL (w druku).
- Bańka A. (2006)a. *Psychologiczne doradztwo karier*. Poznań: Stowarzyszenie Psychologia i Architektura
- Bańka, A., Wołowska, A. (2006). Zmiana rzeczywistości organizacyjnej a postawy wobec pracy: Analiza typów przywiązania i zaangażowania w pracę. W: Biela, A. Roźnowski, B., Bańka, A. (red.), *Praca i organizacja w procesie zmian*. Poznań: Stowarzyszenie Psychologia i Architektura.

Bańka A. (2006). Kapitał kariery – uwarunkowania, rozwój i adaptacja do zmian organizacyjnych oraz strukturalnych rynku pracy. W: Ratajczak Z., Bańka A., Turska E. *Współczesna psychologia pracy i organizacji*. Katowice: Wydawnictwo Uniwersytetu Śląskiego

Bańka, A., Wołowska, A. (2007). Geneza i rozwój pojęcia przywiązania w koncepcjach funkcjonalności-dysfunkcjonalności przystosowania do środowiska oraz organizacji. W: M. Strykowska (red.), *Funkcjonalne i dysfunkcjonalne zjawiska organizacyjne*. Poznań Wydawnictwo Naukowe UAM

Bańka, A. (2007a). Globalizacja pracy i kariery a procesy identyfikacji indywidualnej i społecznej. W: M. Górnik-Durose, B. Kożusznik (red.). *Psychologia pracy i organizacji w okresie zmian systemowych*. Katowice: Wydawnictwo Naukowe Uniwersytetu Śląskiego.

Baron, R. M., Kenny, D. A. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51, 1173-1182.

Bartholomew, K., Horowitz, L. M. (1991). Attachment styles among young adults: A test of a four-category model. *Journal of Personality and Social Psychology*, 61, s. 226-244

Becker, H.S. (1960). Notes on the concept of commitment. *American Journal of Sociology*, 66,32-42.

Biela, A. (2002). Psychologia a transformacja gospodarcza w Polsce. *Kolokwia Psychologiczne*, t. 10. Warszawa: Instytut Psychologii PAN.

Blau, G., Boal, K. (1989). Using job involvement and organizational commitment interactively to predict turnover. *Journal of Management*, 15, 1, 115-127.

Blau, G., Boal, K. (1987). Conceptualizing how job involvement

- and organizational commitment affect turnover and absenteeism. *Academy of Management Review*, 12, 2, 288-300.
- Blau, G. (1985). A multiple study investigation of the dimensionality of job involvement. *Journal of Vocational Behavior*, 27, 19-36.
- Blau, P.M. (1964). *Exchange and power in social life*. New York: Wiley
- Bowlby, J. (1988). *A secure base: Parent-child attachment and healthy human development*. New York: Basic Books
- Brewster, C., Hegewisch, A., Lockhart, L., Marne, L. (1993). *Issues in people management: Flexible working patterns in Europe*. London: Institute of Personnel Management, 6.
- Brown, S. P., Leigh, T. W. (1996). A new look at psychological climate and its relationship to job involvement, effort, and performance. *Journal of Applied Psychology*, 81,4, 358-368.
- Breakwell, G.M. (1986). *Coping with threatened identities*. London: Methuen
- Breakwell, G.M. (1992). Processes of self-evaluation: efficacy and estrangement. In: G.M. Breakwell (Ed.), *Social psychology of identity and the self-concept*. Surrey: Surrey University Press.
- Breakwell, G.M. (1993). Integrating paradigms, methodological implications. In: G.M. Breakwell, D. Canter (Eds.), *Empirical approaches to social representations*. Oxford: Clarendon Press.
- Brennan, Shaver (1995) – sprawdzić
- Brooke, P.P., Russell, D.W., Price, J.L. (1988). Discriminant validation of measures of job satisfaction, job involvement and organizational commitment. *Journal of Applied Psychology*, 73, 139-145.

Brown, B.B., Perkins, D.D. (1992). Disruption in place attachment. W: S.M. Low, I. Altman (red.) *Place attachment* (279-304). New York: Plenum Press.

Brown, S.P. (1996). A meta – analysis and review of organizational research on job involvement. *Psychological Bulletin*, 120, 2, 235-255.

Brzezińska, A. (2000). Społeczna psychologia rozwoju. W: J. Brzeziński (red.), *Wykłady z psychologii* (t. 3). Warszawa. Wydawnictwo Naukowe „Scholar”

CBOS, (2002). Ocena sytuacji na rynku pracy i poczucie zagrożenie utratą pracy. [www.cbos.com.pl](http://www.cbos.com.pl)

Cialdini, R. (1996). *Wywieranie wpływu na ludzi*. Gdańsk: GWP.

Cohen, A., (1996). On the discriminant validity of the Meyer and Allen measure of organizational commitment: How does it fit with the work commitment construct? *Educational and Psychological Measurement*, 56, 3, 494-503.

Collins, N., Read, S.J. (1990). Adult attachment, working models, and relationship quality in dating couples. *Journal of Personality and Social Psychology*, 58, s. 644-663

Conway, N., Briner, R.B.(2002). Full-Time versus Part-Time Employees: Understanding the Links between Work Status, the Psychological Contract, and Attitudes. *Journal of Vocational Behavior* 61, 279–301

Cropanzano, R., Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. *Journal of Management*, 31, 874-900.

Dienesch, R.M., Liden, R.C. (1986). Leader-member exchange model of leadership: A critique and further development. *Academy of Management Review*, 11, 618-634.

Dobrowolska M. (2007). Alternatywne formy zatrudnienia. W:

Górnik-Durose, M., Kożusznik, B. (red.). *Perspektywy psychologii pracy*. Katowice: Wydawnictwo Uniwersytetu Śląskiego.

Dubin, R.J. (1966). Industrial workers' worlds: A study of the central life interests of industrial workers. *Social Problems*, 3, 131-142.

Elloy, D.F., Everett, J.E., Flynn, W.R. (1995). Multidimensional mapping of the correlates of job involvement.

Elloy, D.F., Terpening, W.D. (1991). An empirical distinction between job involvement and work involvement: Some additional Evidence. *Canadian Journal of Behavioural Science*, 465-478.

Frank, E., Brandstatter, V. (2002). Approach versus avoidance: different types of commitment in intimate relationships. *Journal of Personality and Social Psychology*, 82, 2, 208-221.

Gacovic, A., Tetric, L. E. (2003 ). Psychological contract breach as a source of strain for employees. *Journal of Business and Psychology*, 18, 2, 235-246.

Gouldner, A. W. (1960). The norm of reciprocity: A preliminary statement. *American Sociological Review*, 25, 161-178.

Guest D.E. (2004). The psychology of the employment relationship: An analysis based on the psychological contract. *Applied Psychology: An International Review*, 53, 4, 541-555

Gurin, G., Veroff, J., Feld, S. (1960). *Americans view their mental health*, New York: Basic Books.

Guzo, R. A., Noonan, K. A., Elron, E. (1994). Expatriate managers and the psychological contract. *Journal of Applied Psychology*, 79, 617-626.

Hackman, J.R., Lawler, E.E.,III. (1971). Employee reactions to job characteristics. *Journal of Applied Psychology*, 55, 259-286.

- Hackman, J.R., Oldham, G.R. (1980). *Work redesign*. Reading, MA: Addison-Wesley.
- Hart, J., Shaver, P.R., Goldenberg, J. L. (2005). Attachment, self-esteem, and terror management: Evidence for a tripartite security system. *Journal of Personality and Social Psychology*, 88, 6, s. 999-1013
- Hazan, C., Shaver P.R. (1990). Love and work: An attachment-theoretical perspective. *Journal of Personality and Social Psychology*, 59, 2, s. 270-280
- Hazan, C., Shaver P.R. (1987). Romantic love conceptualized as an attachment process. *Journal of Personality and Social Psychology*, 52, s. 511-524
- Hill, J. (1996). At home in the world. *Journal of Analytical Psychology*, 41, s. 575-598
- Higgins, E.T., Roney, C.J.R., Crowe, E., Hymes, C. (1994). Ideal vs. ought predilections for approach and avoidance: Distinct self-regulatory systems. *Journal of Personality and Social Psychology*, 66, 276-286.
- Howard, J. L., Frink, D. D. (1996). The effects of organizational restructure on employee satisfaction. *Group & Organization management*, 21, 278-303.
- Huselid, M.A., Day, N.E. (1991). Organizational commitment, job involvement, and turnover: a substantive and methodological analysis. *Journal of Applied Psychology*, 76, 3, 380-391.
- James, L. A., James, L.R. (1989). Integrating work environment perceptions: Explorations into the measurement of meaning. *Journal of Applied Psychology*, 74, 739-751.
- Jaros, S.T., Jermier, J.M., Koehler, J.W., Sincich, T. (1993). Effects of continuance, affective, and moral commitment of the withdrawal process: An evaluation of eight structural

- equation models. *Academy of Management Journal*, 36, 951-995.
- Kahn, W.A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33, 692-724.
- Kanungo, R.N. (1979). The concept of alienation and involvement revisited. *Psychological Bulletin*, 86, 119-138.
- Kanungo, R.N. (1981). Work alienation and involvement: Problems and prospects. *International Review of Applied Psychology*, 30, 1-15.
- Kanungo, R.N. (1982a). Measurement of job and work involvement. *Journal of Applied Psychology*, 67, 3, 341-349.
- Kanungo, R.N. (1982b). *Work alienation: An integrative approach*. New York: Praeger.
- Kelloway E.K., Gottlieb B.H., Barham L. (1999). The source, nature, and direction of work and family conflict: a longitudinal investigation. *Journal of Occupational Health Psychology*, 4,4, 337-346.
- Kempny, M., Szmatka, J. (1992). Współczesne teorie wymiany społecznej. Warszawa: PWN.
- Kopelman, R. E., Greenhaus, J. H., & Connolly, T. F. (1983). A model of work, family, and interrole conflict: A construct validation study. *Organizational Behavior and Human Performance*, 32, 198-215.
- Kozek, W. (1995). Praca w Polsce. Między etosem a anomią. W: Kosmicki K., Janik W., (red.), *Socjologia gospodarki*, Poznań: Akademia Rolnicza, Katedra Nauk Społecznych.
- Kożusznik, B. (2002). *Zachowania człowieka w organizacji*. Warszawa: PWE.
- Kożusznik, B. (2005). *Wpływ społeczny w organizacji*. Warszawa:

PWE.

Kryńska, E.(2001). Elastyczność zatrudnienia w Polsce i w Unii Europejskiej. *Gospodarka Narodowa*, 1-2, 74-95

Kukulak – Dolata, I. (2000). Mobilność międzyzakładowa. W: E. Kryńska (red.). *Mobilność zasobów pracy. Analiza i sposoby stymulacji*, IpiSS, Warszawa

Lawler, E.E.,III. Hall, D.T. (1970). Relationship of job characteristics to job involvement, satisfaction, and intrinsic motivation. *Journal of Applied Psychology*, 54, 305-312.

Lawler, E.E.,III. (1986). *High-involvement management: Participative strategies for improving organizational performance*. San Francisco: Jossey-Bass.

Lester S.W., Turnley W.H., Bloodgood J.M. Bolino. M. (2002). Not eyeing eye to eye: Differences in supervisors and subordinate perceptions of an attributions for psychological contract. *Journal of Organizational Psychology*, 23, 39-56

Lewicka, M. (2002). Daj czy wypracuj? Sześcienny model aktywności. W: Lewicka M., Grzelak J., (red.), *Jednostka i społeczeństwo*. Gdańsk: GWP.

Lee, T. W., Mitchell, T. R. (1994). An alternative approach: The unfolding model of voluntary employee turnover. *Academy of Management Review*, 19, 51-89.

Locke, E.A. (1969). What is job satisfaction? *Organizational Behavior and Human Performance*, 4, 309-336.

Lodahl, T.M., Kejner, M. (1965). The definition and measurement of job involvement. *Journal of Applied Psychology*, 49, 24-33.

Low, S.M., Altman, I. (1992). *Place attachment. A conceptual inquiry*. New York: Plenum Press.

Machol-Zajda, L. (2008). Rozwiązania ułatwiające godzenie pracy z życiem pozazawodowym – elastyczne formy pracy przyjazne rodzinie. (w:) C. Sadowska-Snarska (red.) *Elastyczne formy pracy. Szanse i zagrożenia*. Białystok: Wydawnictwo Wyższej Szkoły Ekonomicznej.

Magazine, S.L., Williams, L.J., Williams, M.L., (1996). A confirmatory factor analysis examination of reverse coding effects in Meyer and Allen's affective and continuance commitment scales. *Educational and Psychological Measurement*, 56,2, 241-250.

Makin, P., Cooper, C., Cox, C. (2000). *Organizacje a kontrakt psychologiczny. Zarządzanie ludźmi w pracy*. Warszawa: PWN.

Marody, M., Giza-Poleszuk, A. (2004). *Przemiany więzi społecznych*. Warszawa, Scholar

Maslach, C., Schaufeli, W. B., Leiter, M. P. (2001). Job burnout. *Annual Review of Psychology*, 52, 397-422.

Mathieu, J.E., Zajac, D. (1990). A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment. *Psychological Bulletin*, 108, 171-194.

Mayer, R.C., Schoorman, F.D. (1992). Predicting participation and production outcomes through a two-dimensional model of organizational commitment. *Academy of Management Journal*, 35, 671-684.

Merton, R. K. (1982). *Teoria socjologiczna i struktura społeczna*. Warszawa: PWN

Meyer, J.P., Allen, N.J. (1984). Testing the „side-best theory“ of organizational commitment: Some methodological considerations. *Journal of Applied Psychology*, 69, 372-378.

Meyer, J.P., Allen, N.J., Gellatly, I.R. (1990). Affective and continuance commitment to the organization: Evaluation of

- measures and analysis of concurrent and time-lagged relations. *Journal of Applied Psychology*, 75, 710-720.
- Meyer, J.P., Allen, N.J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1, 61-89.
- Meyer, J.P., Allen, N.J., Smith, C.A. (1993). Commitment to organizations and occupations: Extension and test of three-component conceptualization. *Journal of Applied Psychology*, 78, 538-551.
- Meyer, J.P., Allen, N.J. (1997). *Commitment in the workplace. Theory, research, and application*. Thousand Oaks, CA: Sage.
- Meyer, J.P., Allen, N.J., Topolnytsky, L. (1998). Commitment in a changing world of work. *Canadian Psychology*, 39,1-2, 83-93.
- Meyer, J.P., Herscovitch, L. (2001). Commitment in the workplace. Toward a general model. *Human Resource Management Review*, 11, 299-326.
- Meyer, J. P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 1, 20-52.
- Meyer, J. P., Becker, T. E., & Vandenberghe, C. (2004). Employee commitment and motivation: A conceptual analysis and integrative model. *Journal of Applied Psychology*, 89, 991-1007.
- Morrison, E.W., Robinson, S.L. (1997). When employees feel betrayed: A model of how psychological contract violation develops. *Academy of Management Review*, 22, 226-256.
- Morrow, P. (1983). Concept of redundancy in organizational research: The case of work commitment. *Academy of Management Review*, 8, 486-500.

Mowday, R.T., Porter, L.W., Steers, R. (1982). *Organizational linkages: The psychology of commitment, absenteeism, and turnover*. San Diego, CA: Academic Press.

Netemeyer, R.G., Boles J.S., McMurrian R. (1996). Development and validation of Work-Family Conflict and Family-Work Conflict Scales. *Journal of Applied Psychology*, 81,4, 400-410.

O'Reilly, C.A., Chatman, J. (1986). Organizational commitment and psychological attachment: The effects of compliance, identification, and internalization on prosocial behavior. *Journal of Applied Psychology*, 71, 492-499.

Ouchi, W.G. (1980). Markets, bureaucracies, and clans. *Administrative Science Quarterly*, 25, 129-141.

Paullay, I.M., Alliger, G.M., Stone-Romero, E.F. (1994). Construct validation of two instruments designed to measure job involvement and work centrality. *Journal of Applied Psychology*, 79, 2, 224-228.

Penley, L.E., Gould, S. (1988). Etzioni's model of organizational involvement: A perspective for understanding commitment to organizations. *Journal of Organizational Behavior*, 9, 43-59.

Pervin, L.A. (2002). *Psychologia osobowości*. Gdańsk: GWP

Pietromonaco, P.R., Barrett L.F. (2000). Attachment theory as an organizing framework: A view from different levels of analysis. *Review of General Psychology*, 4, 2, s.107-110

Porter, L.W., Steers, R.M., Mowday, R.T., Boulian, P.V. (1974). Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59,603-609.

Preacher, K. J., Hayes, A. F. (2008). Asymptotic and resampling strategies for assessing and comparing indirect effects in multiple mediator model. *Behavior Research Methods*,

40, 879-891.

Preacher, K. J., Hayes, A. F. (2004). SPSS and SAS procedures for estimating indirect effects in simple mediator model. *Behavior Research Methods, Instruments, and Computers*, 36, 717-731.

Probst, T.M. (2000). Wedded to the job: Moderating effects of job involvement on the consequences of job insecurity. *Journal of Occupational Health Psychology*, 5, 1, 63-73.

Rabinowitz, S., Hall, D.T. (1977). Organizational research on job involvement. *Psychological Bulletin*, 84, 265-288.

Ratajczak Z. (2006). Psychologiczne aspekty funkcjonowania współczesnych organizacji. W: Ratajczak Z., Bańka A., Turska E. *Współczesna psychologia pracy i organizacji*. Katowice: Wydawnictwo Uniwersytetu Śląskiego

Ratajczak, Z. (2007). *Psychologia pracy i organizacji*. Warszawa, Wydawnictwo Naukowe: PWN

Retowski, S., Bogdanowicz, A., Dolata, J., Kaźmierczak, M. (2003). Przywiązanie organizacyjne i percepcja sprawiedliwości organizacyjnej jako predyktory zachowań etosowych w organizacji. W: S. Witkowski (red.), *Sukces w zarządzaniu*. Wrocław: Wydawnictwo Uniwersytetu Wrocławskiego

Riketta, M., Dick, R.V. (2005). Foci of attachment in organizations: A meta-analytic comparison of the strength and correlates of workgroup versus organizational identification and commitment. *Journal of Vocational Behavior*, 67, 490-510.

Robinson, S.L., Rousseau, D.M. (1994). Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*, 15, 245-259.

Robinson, S.L., Morrison, E. (1995). Psychological contract and OCB: The effect of unfulfilled obligations on civic virtue behavior. *Journal of Organizational Behavior*, 16, 289-298.

- Rosenberg, M. (1986). *Conceiving the Self*. Krieger: Malabar, FL.
- Rousseau, D.M. (1990). New hire perceptions of their own and their employer's obligations: A study of psychological contracts. *Journal of Organizational Behavior*, 11, 389-400.
- Rousseau, D.M. (1995). *Psychological contracts in organizations*. Thousand Oaks, CA: Sage.
- Rousseau, D.M., Tijoriwala, S.A. (1999). What's a good reason to change? Motivated reasoning and social accounts in promoting organizational change. *Journal of Applied Psychology*, 84,4, 514-528.
- Salancik, G.R., Pfeffer, J. (1978). A social information processing approach to job attitudes and task design. *Administrative Science Quarterly*, 23, 224-253.
- Saleh, S.D., Hosek, J. (1976). Job involvement: Concepts and measurements. *Academy of Management Journal*, 19, 213-224.
- Schulz, D. P., Schulz, S. E. (2002). *Psychologia a wyzwania dzisiejszej pracy*. Warszawa: Wydawnictwo Naukowe PWN
- Shaw, J. B., Fields, M. W., Thacker, J. W., Fisher, C. D. (1993). The availability of personal and external coping resources: Their impact on job stress and employee attitudes during organizational restructuring. *Work & Stress*, 7, 229-246.
- Shore, L.M., Wayne, S.J. (1993). Commitment and employee behavior: Comparison of affective and continuance commitment with perceived organizational support. *Journal of Applied Psychology*, 78, 774-780.
- Shore, L. M., Barksdale, K. (1998). Examining degree of balance and level of obligation in the employment relationship: A social exchange approach. *Journal of Organizational Behavior*, 19, 731-744.

Shore, T.H., Thornton, G.C., Shore, L.M. (1990). Distinctiveness of three work attitudes: Job involvement, organization commitment, and career saliences. *Psychological Reports*, 67, 851-858.

Simpson, J.A. (1990). The influence of attachment styles on romantic relationships. *Journal of Personality and Social Psychology*, 59, s. 971-980

Strykowska, M. (1992). Psychologiczne mechanizmy zawodowego funkcjonowania kobiet. *Seria Psychologia i Pedagogika*, 94, Poznań: Wyd. Naukowe UAM

Strykowska, M. (2002). Zawód – praca – kariera. Dynamika zmian w funkcjonowaniu współczesnych organizacji. W: M. Strykowska (red.), *Współczesne organizacje: wyzwania i zagrożenia. Perspektywa psychologiczna*. Poznań: Wydawnictwo Fundacji Humaniora

Strykowska, M. (2003). Adaptacja do przeobrażeń rynku pracy. *Acta Universitatis Nicolai Copernici*, Zeszyt 360, 3-12.

Sutton, R. I. (1990). Organizational decline process: A social psychological perspective. *Research in Organizational Behavior*, 12, 205-253.

Sztompka, P. (2004). *Socjologia. Analiza społeczeństwa*. Kraków: Wydawnictwo Znak

Sztompka, P., Kuci, M. (2006). *Socjologia. Lektury*. Kraków: Wydawnictwo Znak

Taylor, S., Brown, J. (1998). Illusion and well-being. A social psychological perspective on mental health. *Psychological Bulletin*, 103, 193-210.

Tekleab, A. G., Takeuchi, R., Taylor, M. S. (2005). Extending the chain of relationships among organizational justice, social exchange, and employee reactions: The role of contract violations. *Academy of Management Journal*, 48, 146-157.

Thompson, R.A. (1999). Early attachment and later development. W: J. Cassidy, P. Shaver (red.), *Handbook of attachment. Theory, research, and clinical applications* (s. 265-286).

Thoresen, C.J., Kaplan, S.A., Barsky, A.P., Warren, C.R., de Chermont, K. (2003). The affective underpinnings of job perceptions and attitudes: A meta-analytic review and integration. *Psychological Bulletin*, 129, 914-945.

Turnley, W. H., Feldman, D. C. (1999). Psychological contract violations during organizational restructuring. *Human Resource Management*, 37, 71-83.

New York: The Guilford Press.

Turska E. (2006). Jednostka w sytuacji zmian organizacyjnych. W: Ratajczak Z., Bańka A., Turska E. *Współczesna psychologia pracy i organizacji*. Katowice: Wydawnictwo Uniwersytetu Śląskiego

Wachowiak, J. (2007). Funkcjonowanie pracowników w sytuacji wymuszonego związania z pracą. W: M. Strykowska (red.) *Funkcjonalne i dysfunkcjonalne zjawiska organizacyjne*. Poznań: Wydawnictwo Naukowe UAM

Weber, M. (1930). *The Protestant ethic and the spirit of capitalism*. Winchester, MA: Allen & Unwin.

Wiener, Y., Vardi, Y. (1980). Relationships between job, organization and work outcomes. An integrative approach. *Organizational Behavior and Human Performance*, 26, 81-96.

Chambel, M. J., Castanheira, F. (2006). Different temporary work status, different behaviors in organization. *Journal of Business and Psychology*, 20, 3, 351-367.

Moorman, R. H., Harland, L. K. (2002). Temporary employees as good citizens: Factors influencing their OCB performance. *Journal of Applied Social Psychology*, 17, 171-187.

Lawler, E. E. (1993). The ultimate advantage. San Francisco: Jossey-Bass.

Jeśli szukają Państwo pomocy w napisaniu własnej pracy - potrzebują Państwo fachowych konsultacji to polecamy stronę [pisanie prac](#) - profesjonalna pomoc w pisaniu prac w granicach prawa.