

ABSTRACT

The study was conducted to investigate the relationship between psychological contract, its fulfillment and subjective well-being of Pakistani teaching immigrants working at UAE. In addition, a comparison of Pakistani with western employees on subjective well-being was also carried out and effect of gender and nationality on the psychological contract and subjective well-being was also investigated. Purposive sampling technique was used to collect data from 75 Pakistani and 77 Western teaching employees. The tools used were Life Satisfaction Scale (1985) by Diener and Psychological Contract Inventory (2008) by Rousseau. The statistical analysis employed were Correlation for studying relationship, T-test for comparison, Anova and Manova for investigating the effects of the independent variables on dependent variables. The results demonstrated positive correlation between psychological contract, its fulfillment and subjective well-being. It was also found that the western employees had higher satisfaction level compared to Pakistani employees. Furthermore, there was no significant main effect of gender and no interaction between gender and nationality either in subjective well-being or in psychological contract, however main effect of nationality was significant. The present findings are compared with the earlier western work. The theoretical implication of the study rests in contribution to the relatively new area of psychology named the positive organizational psychology by adding eastern knowledge and practical implication understanding the vital role of psychological contract on the Subjective well-being of the employees.