



UNIVERSITEIT  
GENT

FACULTEIT ECONOMIE  
EN BEDRIJFSKUNDE

HOVENIERSBERG 24  
B-9000 GENT

Tel. : 32 - (0)9 - 264.34.61  
Fax. : 32 - (0)9 - 264.35.92

## WORKING PAPER

### Psychological Contract Development during Organizational Socialization: Adaptation to Reality and the Role of Reciprocity

Ans De Vos <sup>1</sup>

Dirk Buyens <sup>2</sup>

René Schalk <sup>3</sup>

September 2003

2003/194

---

<sup>1</sup> Vlerick Leuven Gent Management School

<sup>2</sup> Ghent University, Faculty of Economics and Business Administration & Vlerick Leuven Gent Management School

<sup>3</sup> Tilburg University, Policy and Organisation Studies

The research reported in this paper was part of the doctoral dissertation of the first author, who was at that time a doctoral student at the Faculty of Economics and Business Administration of Ghent University. An adapted version of this paper has been accepted for publication in *Journal of Organizational Behavior*.

Please address all correspondence to Ans De Vos, Vlerick Leuven Gent Management School, Reep 1, B-9000 Gent, Belgium. Phone: ++32 9 210 97 38, fax: ++32 9 210 97 57. E-mail: [ans.devos@vlerick.be](mailto:ans.devos@vlerick.be).