



ORGANISATIONAL INDUCEMENTS, MANAGED PSYCHOLOGICAL CONTRACT AND JOB IMMOBILITY THE HOTEL SECTOR IN UGANDA

ABSTRACT

The purpose of this study was to investigate the relationship between organizational inducements, managed psychological contract and job immobility in the hotel industry in Uganda. Precisely, the objectives were to examine the relationship between organizational inducements and job immobility, organizational inducements and managed psychological contract, managed psychological contract and job immobility.

The study adopted an analytical cross-sectional research design. The data were collected using a questionnaire from a sample of 386 full time hotel employees. The data were processed in Statistical Package for Social Sciences and analyzed using correlation and hierarchical multiple linear regression.

The findings showed a significant and positive relationship between organizational inducements and employee loyalty, an indicator of job immobility, but an insignificant relationship organizational inducements and job search behaviors, another indicator of job immobility. The study found a positive significant relationship between organizational inducements and managed psychological contract. It was found that managed psychological contract is positive and

significantly related to employee loyalty but negatively and significantly related to job search behaviors. The study further found that both organizational inducements and managed psychological contract significantly predict job immobility. The study gives insights into the role of organizational inducements in terms of career development, recognition, work-life balance, Financial reward, and supervisory in managing psychological contract and consequently, job immobility.

We therefore recommend that hotel managers and human resource managers should pay attention to the organization inducements as well as the managed psychological contract to attract and retain good employees.