



Antecedents, Psychological Bonds to Multiple Targets and Outcomes: A qualitative Approach of their Links

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Mots-clés	Acquiescence Bond [4], Commitment Bond [5], Identification Bond [6], Instrumental Bond [7], Quondam Commitment [8], work commitment [9]
Résumé en anglais	Based on the re-conceptualization of the work commitment construct and on the notion of quondam commitment (Klein and al., 2012, 2014, 2017), this paper examines all the psychological bond types to multiple workplace targets, using a qualitative methodology approach. After providing a reminder of the theoretical background, the results of a case study, conducted in a major company, are presented. For that purpose, semi-structured interviews with 26 employees and the HR Manager were carried out and completed with a documentary analysis of the company's website and corporate documents. A manual content analysis has been processed, using the NVivo software. The results show how complex and multifaceted the links between antecedents, psychological bonds towards different targets and their attitudinal/behavioural consequences are and provide a better understanding of the process model of commitment development or loss. Finally, we discuss key theoretical and managerial implications of our study.
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[11]

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