**The Role of Confucianism in the Formation of Psychological Contracts: Evidence from China**

**Insu Kwon, Ph.D.**

Associate Professor

College of Business Administration

Sejong University

209 Neungdong-ro, Gwangjin-gu   
Seoul 05006, Korea

Phone: +82 2 3408 3141

Email: [kwonis@sejong.ac.kr](mailto:kwonis@sejong.ac.kr)

**Juil Lee, Ph.D.**

Yonsei School of Business

Yonsei University

Room 411, Building 212, 50 Yonsei-ro,

Seodaemoon-gu, Seoul, Republic of Korea

EMAIL: [juil@yonsei.ac.kr](mailto:juil@yonsei.ac.kr)

**RanRan Wang, M.S.**

College of Business Administration

Sejong University

209 Neungdong-ro, Gwangjin-gu   
Seoul 05006, Korea

Email: [eaglesranran@gmail.com](mailto:eaglesranran@gmail.com)

**Sang-Joon Kim \***

Assistant Professor

Ewha Scool of Business

Ewha Womans University

52 Ewhayeodae-gil, Seodaemun-gu   
Seoul 03760, Korea

Phone: +82 2 3277 2654

Email: [s.kim@ewha.ac.kr](mailto:sjnkim@gmail.com)

\* Corresponding author