

Read Book *Managing The Psychological Contract Using The Personal Deal To Increase Performance* By Michael Wellin 2007 02 28 Pdf For Free

EBOOK: *The Psychological Contract: Managing and Developing Professional Groups* Psychological Contracts in Organizations *The Psychological Contract: Managing And Developing Professional Groups* Understanding Psychological Contracts at Work *Handbook of Research on the Psychological Contract at Work* Supervisor Psychological Contract Management *Managing the Psychological Contract* Psychological Contracts in Organizations *Managing the Psychological Contract* Psychological Contracts in Employment *Redefining the Psychological Contract in the Digital Era* Psychological Contracts in Employment *Employment Contracts, Psychological Contracts, and Employee Well-Being* Fairness at Work and the Psychological Contract *Managing the Psychological Contract* The State of the Psychological Contract in Employment *Employer Perceptions of the Psychological Contract* The Psychological Contract Organizations and the Psychological Contract: *Managing People at Work* Employee Motivation and the Psychological Contract *Psychological Contract and the Financial Crisis* Pressure at Work and the Psychological Contract *Employment Contracts, Psychological Contracts, and Employee Well-Being* The Psychological Contract Organizations and the Psychological Contract *The Application of the Psychological Contract to Occupational Safety* The Psychological Contract in the Public Sector *The Impact of Human Resource Practices on the Psychological Contract* *Landwirtschaft in Europa- Aktuelle Probleme d. Agrarrechts* Conceptualizing the Psychological Contract *Construct The Psychological Contract* Formation and Evolution of the Psychological Contract *Fairness at Work and the Psychological Contract* The Psychological Contract at Work *Psychological Contract* The Psychological Contract of Trust *Employer Branding and the Psychological Contract in the United States* *Armed Forces* The Employment Relationship *Career Management and the Psychological Contract* Understanding the Psychological Contract in Apprenticeships and Traineeships to Improve Retention

Handbook of Research on the Psychological Contract at Work Jan 02 2023 The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions, attitudes, and behaviors in the workplace. Although the psychological contract has been explored extensively over the last 50 years, numerous theoretical, conceptual, empirical, methodological, and analytical changes have pushed the field forward. As such, it is time to take stock and move forward. The contributors to this Handbook explore in detail this important component of modern management thinking.

EBOOK: *The Psychological Contract: Managing and Developing Professional Groups* May 06 2023 What is the psychological contract? How do the psychological contracts of professional workers change over time? Do professional workers feel more committed to their profession or to their employing organization? Can psychological contracts be 'managed'? These are some of the key questions addressed by this book in its examination of the role played by the psychological contract in the developing careers of professional workers. The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research, including the psychological contract, social identity theory, theories of career development and retention. The author uses real-life examples and short case studies to situate psychological theory within organizations. Beginning with an introduction of the history and concept of the psychological contract, the book provides an overview of the major areas of research. However it goes beyond a simple description to focus on the careers of professional workers, from factors influencing the entrance into a profession, to the process of developing professional identities and career progression. The developing professional career may involve a progression to managerial responsibilities which can lead to organizational conflict. The book offers insights into the influence of the psychological contract when it comes to critical career decisions, including a discussion of the consequences of psychological contract violation. Finally the role of HR is examined with reference to the 'management' of the psychological contract and the retention of key professional workers within organizations. The book is key reading for all psychology students, especially those specializing in occupational, organizational, work and business psychology. It will also be of interest to HR students and HR professionals, business students and health professionals.

Fairness at Work and the Psychological Contract Aug 05 2020

Employer Branding and the Psychological Contract in the United States *Armed Forces* Mar 31 2020 The purpose of the current paper is to establish the outcomes of creating a strong employer brand, analyze the relationship between

the employer brand and the state of employees' psychological contracts along with various organisational outcomes, and to research the impact of psychological contract violation and breach on the success of the employer brand. This research was conducted in the context of the US Armed Forces. An online questionnaire was administered to current Armed Forces employees to analyze effects on levels of organisational identity (OID), person-organisation value fit (POP), organizational citizenship behaviours (OCB), and employees' intention to quit. Findings revealed significant correlations between a strong employer brand and high levels of OID, POF, OCB, and low intentions to quit. A strong brand was further found to be correlated with the fulfillment of employees' psychological contracts and low levels of pc violation. Further findings revealed correlations between organisational outcomes and psychological contract violation, but not psychological contract breach. It is suggested that a strong employer brand may reduce possible negative outcomes of psychological contract breach by serving as a buffer against violation. Implications for the management of human resources and marketing are discussed.

The Employment Relationship Feb 29 2020 During the last fifteen years, researchers have shown increasing interest in the exchange relationship between the employee and employer. Until now, the literatures examining the employment relationships have tended to operate either from the employer or the employee perspectives and have typically approached the topic from a single discipline be it psychology, sociology, human resource management, organizational behavior, industrial relations, law or economics. Failure to consider multiple perspectives has created a fragmented understanding of the employment relationship. This volume incorporates social exchange, economics, industrial relations, legal, and justice theory perspectives. In addition, chapters have been written by authors that reflect the full international body of research on the employment relationship and provide information about legislation, governance, and cultural differences across nations. The conceptual and empirical foundations for understanding the employment relationship from these different theoretical perspectives facilitates the establishment of the convergent and discriminant validity of the psychological contract and the investments-contributions models of the employment relationship in relation to related exchange constructs such as perceived organizational support and leader-member exchange. The interdisciplinary and international nature of the employment relationship literature reviewed and integrated in this volume provides richness that is rarely available in studies of the workplace, and many new and provocative ideas are presented in this volume. Bringing these perspectives together provides greater comprehensiveness, clarity, synthesis and understanding of the employment relationship. This volume is designed to promote the thinking of scholars in the employment relationship area. It will also have relevance to practitioners primarily through the implications of this multi-disciplinary perspective. The volume offers implications of a holistic, multi-disciplinary, international, conceptualization of the employment relationship for theory development, empirical research and measurement, and policy.

Landwirtschaft in Europa- Aktuelle Probleme d. Agrarrechts Dec 09 2020

Supervisor Psychological Contract Management Dec 01 2022 Maida Petersitzke provides an overview of the literature on psychological contracts and presents a four-tier framework that details how organisations can systematically manage the psychological contracts of their employees.

The Impact of Human Resource Practices on the Psychological Contract Jan 10 2021 Human resource practices represent a major mechanism for implementing a firm's strategic plan. These practices create a distinct type of relationship between employee and employer which can be characterised as psychological contracts, that is, the belief people hold regarding the terms of their employment relationship (Rousseau and Wade-Benzoni, 1994). The purpose of the research was to examine the type of psychological contracts that exist within an organisation and show the impact of human resource strategies and practices on the different contracts. Human resource practices play a significant role in building the psychological contract that supports the strategy. This could help organisations to allocate investments accordingly, especially in difficult times. This research was carried out amongst knowledge workers, with a 32% response rate. The findings reveal that it is important for the employer to realise that employees perceive themselves as contributing more than the employer to the relationship. It further highlights supervision as a dimension for establishing relational and balanced contracts. Training and development is perceived as the most important human resource practice for developing relational and balanced contracts. A model was developed to show organisations the impact of human resource practices on the psychological contract. It also depicts how investment should increase within the different human resource practices and how this translates to organisational performance.

The Application of the Psychological Contract to Occupational Safety Mar 12 2021 Psychological contracts of safety are the beliefs of individuals about reciprocal safety obligations inferred from implicit or explicit promises. The literature on psychological contracts is growing but the existence of psychological contracts in relation to safety has not been established. This book documents the applicability of the psychological contract to occupational safety. A psychological contract of safety measure is developed and validated and a model of safety investigating breach and fulfilment of the psychological contract of safety is tested. Qualitative findings show employees do think and talk about safety in a contractual, reciprocal manner, demonstrating evidence for the construct. Quantitative findings indicate employer breach of obligations negatively influences safety climate attitudes, whilst employee fulfilment of

obligations positively influences safety behaviour. Also, employee perceptions of the extent to which the employer fulfils safety obligations influences employee reciprocation of safety obligations, lending support to the assertion that positive organisational social exchange relationships has positive outcomes for occupational safety.

Pressure at Work and the Psychological Contract Jul 16 2021

Psychological Contract and the Financial Crisis Aug 17 2021 Essay from the year 2012 in the subject Economics - Job market economics, language: English, abstract: A key example of drastic change in today's global working environment with important consequences for employees since the diversification of all aspects of work is the transformation of the -psychological contract- among employees and their organizations. As such -psychological contract- is defined by Rousseau (1995) as -the belief that a person for the terms and conditions of a mutual agreement transaction between him/her and another participant, in this case between the employee and the organization-. More specifically, the term -psychological contract- refers to mutual obligations, values, expectations and desires of employees from their employers, beyond any formal employment contract. In other words, it is a transaction relationship, where employees and employers have certain expectations about their mutual obligations, which are, of course, different for each employee and significantly affect what each side believes is its obligation. The psychological contract has been characterized in a various ways, for example, as -unstable, subjective, unconscious, indirect, alive, something that employees know it exists, only when it is changed- (Appelbaum et al.).
The Psychological Contract at Work Jul 04 2020

Organizations and the Psychological Contract Apr 12 2021 Contracts in employment are of two kinds: the formal, written contract and the equally important, informal and unwritten psychological contract-how people think they should be treated. Both involve rights, obligations and expectations on the part of the employer and the employee, and a breach in one can have important effects on the other. For example, how people feel they are being treated by the organization can affect their perception of their levels of pay. "Organizations and the Psychological Contract" has two main aims in exploring these issues: to act as a handbook for practicing managers, and as a basic text in management courses. "Organizations and the Psychological Contract" has two main aims in exploring these issues in the organizational context: to act as a handbook for practicing managers, and as a basic text in management courses. Relevant theories are explained and developed using practical examples, self-assessment exercises, and case studies. This is a revised and much expanded version of "Managing People at Work," with the addition of chapters on Selection and Career Development, Understanding and Coping with Change, Empowerment and Self-Management, and the Behavioural Approach to Motivation. As well as undertaking research into many aspects of organizational life, the authors have many years' experience as consultants, acting for industrial and commercial organizations in all sectors of the economy.

Understanding Psychological Contracts at Work Feb 03 2023 How can we understand the relationship between employer and employee? What determines the give and take of such relationships and what happens when they go wrong? This text is a comprehensive overview of what is now the major way of trying to understand the employment relationship - the concept of the psychological contract.

Employee Motivation and the Psychological Contract Sep 17 2021 "The four major sections address the 'causes', 'content' and 'consequences' of the psychological contract. ... Separates 'employee attitudinal' consequences from 'behavioural' consequences" -- p.5.

Psychological Contracts in Organizations Apr 05 2023 The organizational, social and psychological meanings of contracts, both written and unwritten, are the focus of this volume. The author addresses a number of important topics including contract making, interpretation of contracts, contract violations, strategies for changing contracts and contracts evolving from circumstances relevant to the 1990s. In addition, a thought-provoking discussion of how contracts are linked to an organization's strategy and its human resource practices is included. The book concludes with an assessment of societal trends that point to large scale changes in future employment contracts.

Employer Perceptions of the Psychological Contract Dec 21 2021

The Psychological Contract Oct 07 2020

Psychological Contracts in Employment May 26 2022 The relationship between workers and firms are changing worldwide. Nowhere is this more evident than in the psychological contracts of employment. This book combines the cross-national perspectives of organizational scholars from thirteen countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences. The contributors include social scientists with deep knowledge of the particular societies they describe, and whose personal scholarship involves psychological contract phenomena locally as well as abroad. Readers of Denise Rousseau's award winning book, *Psychological Contract in Organizations* (Sage 1995) will welcome the extension of this ground-breaking work into the global arena.

The State of the Psychological Contract in Employment Jan 22 2022

Organizations and the Psychological Contract: Managing People at Work Oct 19 2021 Contracts in employment are of two kinds: the formal, written economic contract and the equally important, informal and unwritten psychological contract-how people think they should be treated. Both involve rights, obligations and expectations on the part of the

employer and the employee, and a breach in one can have important effects on the other.

The Psychological Contract of Trust May 02 2020

Employment Contracts, Psychological Contracts, and Employee Well-Being Apr 24 2022 Temporary employment has become a focus of policy debate, theory, and research. The book addresses as its core concern the relationship between temporary employment contracts and employee well-being. It does so within the analytic framework of the psychological contract, and advances theory and knowledge about the psychological contract by exploring it from a variety of perspectives. It also sets the psychological contract within the context of a range of other potential influences on work-related well-being including workload, job insecurity, employability, and organizational support. A key aim of the book is to identify the relative importance of these various potential influences on well-being. The book covers seven countries; Belgium, Germany, The Netherlands, Spain, Sweden and the UK, as well as Israel as a comparator outside Europe. Data were collected from over 5,000 workers in over 200 organizations; and from both permanent and temporary workers as well as from employers. The book's conclusions are interesting and controversial. The central finding is that contrary to expectations, temporary workers report higher well-being than permanent workers. As expected, a range of factors help to explain variations in work-related well-being and the research highlights the important role of the psychological contract. However, even after taking into account alternative explanations, the significant influence of type of employment contract remains, with temporary workers reporting higher well-being. In addition to this core finding, by exploring several aspects of the psychological contract, and taking into account both employer and employee perspectives, the book sheds new light on the nature and role of the psychological contract. It also raises some challenging policy questions and while acknowledging the potentially precarious nature of temporary jobs, highlights the need to consider the increasingly demanding nature of permanent jobs and their effects on the well-being of employees.

Fairness at Work and the Psychological Contract Mar 24 2022

Psychological Contract Jun 02 2020 Globalization and rapid technological development have led many organizations to change the management style following mergers and acquisition, reshuffling and downsizing of the organizations. It has been suggested that these organizational changes alter the nature of the psychological contract often leading to violation of psychological contract which are associated with negative impacts on organizations and restricting to organizational growth. There is a crucial need for a proper understanding of the psychological contract and intense exploration in the organizations following the rapid changes in the business environment as the contents of the psychological contracts also changes over time from organization to organization. This paper attempts to cast light on the need for constant renegotiation of the psychological contract in the 21st century so that organizations should review the content of the psychological contract in organizations so as to harness its benefits in the contemporary business.

Career Management and the Psychological Contract Jan 28 2020

Employment Contracts, Psychological Contracts, and Employee Well-Being Jun 14 2021 The book covers seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, and the UK, as well as Israel as a comparator outside Europe. Data was collected from over 5,000 workers in over 200 organizations, and from both permanent and temporary workers, as well as from employers. --

The Psychological Contract May 14 2021 In many countries, employees are legally entitled to a contract of employment. The contract of employment usually provides a statement of a range of obligations and rights on the part of the employer and the employee. For instance, it will probably say how much the employee is to be paid, what hours they are expected to work, and what duties are required of them. It may also say something about standards of conduct and dress. And it will probably contain some information about disciplinary procedures and notice period. All these things will be clearly and precisely stated. In other words, they will be explicit. In addition to these explicit terms, though, employers and employees tend to have expectations of one another that are not stated clearly and precisely. This case study examines these tacit agreements.

Managing the Psychological Contract Feb 20 2022 This book explores the differences between Western and non-Western cultures to provide a more comprehensive understanding of psychological contract and its consequences on employees' behavioral, attitudinal, and cognitive outcomes. Further, it discusses the culturally-relevant elements of HR practices that affect employee expectations, job satisfaction, commitment, and motivation based on their perceptions of the level of fulfilment of their psychological contract. Integrating both qualitative and quantitative methods, it is the first book to examine the current state of the South Asian workforce and will advance research on industrial relations, employee relationship management, and corporate management of South Asian employees around the world.

Redefining the Psychological Contract in the Digital Era Jun 26 2022 This book introduces the psychological contract as a multi-level contextual construct and closes some of the knowledge gaps on the nature of the digital era psychological contract. The digital era psychological contract gives rise to a new type of employer-employee relationship manifesting at the nexus between people and technology in a post-COVID-19 world. The book volume provides promising new approaches for psychological contract research, offering a rich compendium of reflections

on the shifts in employer-employee expectations and obligations, as well as suggestions for future research and practice. Chapter contributions are divided into four main sections: The Digital Era: Contextual Issues and the Psychological Contract Managing the Psychological Contract in the Digital Era: Issues for Organisational Practice Managing the Psychological Contract in the Digital Era: Issues of Diversity Integration and Conclusion Redefining the Psychological Contract in the Digital Era is an insightful examination of the evolving nature of the psychological contract, presenting novel insights into the antecedents, consequences, and facets of the new multi-level contextual digital era psychological contract. The primary audience for this book volume is advanced undergraduate and postgraduate students in industrial and organisational psychology and human resource management, as well as scholars in both academic and applied work settings. Human resource managers and professionals will also have an interest in this book volume.

Formation and Evolution of the Psychological Contract Sep 05 2020

Managing the Psychological Contract Oct 31 2022 The psychological contract lies at the heart of your relationship with the organisation you work for. It is the deal you make with your employer and colleagues at work; it is about your mutual expectations and their fulfilment. Too often this contract is implicit and left to chance, resulting in misunderstanding, stress, lower commitment and performance. The author demonstrates how to use the psychological contract to raise the business game and increase personal fulfilment. *Managing the Psychological Contract* is the first book which shows how the psychological contract can be used in practice. In it Michael Wellin advocates going beyond the traditional static view of the psychological contract between the organisation and its employees. He shows how to create unique and dynamic customised Personal Deals between people and teams. He does this by showing how to make personal deals explicit and mutual, and provides practical tips for leaders, employees and HR professionals. Separate chapters are devoted to leadership, culture change and strategic HR management. There is also a chapter of practical ideas for individuals who want to change their personal deal at work. The author's ideas are based on his own research and consultancy experience as well as the latest business school research. The book has a number of case studies showing how different organisations use the psychological contract. This is an important and extremely readable book for all those concerned with the improved performance of people and organisations.

The Psychological Contract Nov 19 2021 What is the psychological contract? How do the psychological contracts of professional workers change over time? Do professional workers feel more committed to their profession or to their employing organization? Can psychological contracts be 'managed'? These are some of the key questions addressed by this book in its examination of the role played by the psychological contract in the developing careers of professional workers. The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research, including the psychological contract, social identity theory, theories of career development and retention. The author uses real-life examples and short case studies to situate psychological theory within organizations. Beginning with an introduction of the history and concept of the psychological contract, the book provides an overview of the major areas of research. However it goes beyond a simple description to focus on the careers of professional workers, from factors influencing the entrance into a profession, to the process of developing professional identities and career progression. The developing professional career may involve a progression to managerial responsibilities which can lead to organizational conflict. The book offers insights into the influence of the psychological contract when it comes to critical career decisions, including a discussion of the consequences of psychological contract violation. Finally the role of HR is examined with reference to the 'management' of the psychological contract and the retention of key professional workers within organizations. The book is key reading for all psychology students, especially those specializing in occupational, organizational, work and business psychology. It will also be of interest to HR students and HR professionals, business students and health professionals.

Managing the Psychological Contract Aug 29 2022 The psychological contract lies at the heart of your relationship with the organisation you work for. It is the deal you make with your employer and colleagues at work; it is about your mutual expectations and their fulfilment. Too often this contract is implicit and left to chance, resulting in misunderstanding, stress, lower commitment and performance. The author demonstrates how to use the psychological contract to raise the business game and increase personal fulfilment. *Managing the Psychological Contract* is the first book which shows how the psychological contract can be used in practice. In it Michael Wellin advocates going beyond the traditional static view of the psychological contract between the organisation and its employees. He shows how to create unique and dynamic customised Personal Deals between people and teams. He does this by showing how to make personal deals explicit and mutual, and provides practical tips for leaders, employees and HR professionals. Separate chapters are devoted to leadership, culture change and strategic HR management. There is also a chapter of practical ideas for individuals who want to change their personal deal at work. The author's ideas are based on his own research and consultancy experience as well as the latest business school research. The book has a number of case studies showing how different organisations use the psychological contract. This is an important and extremely readable book for all those concerned with the improved performance

of people and organisations.

[Conceptualizing the Psychological Contract Construct](#) Nov 07 2020

[Psychological Contracts in Employment](#) Jul 28 2022 The relationship between workers and firms are changing worldwide. Nowhere is this more evident than in the psychological contracts of employment. This book combines the cross-national perspectives of organizational scholars from thirteen countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences. The contributors include social scientists with deep knowledge of the particular societies they describe, and whose personal scholarship involves psychological contract phenomena locally as well as abroad. Readers of Denise Rousseau's award winning book, *Psychological Contract in Organizations* (Sage 1995) will welcome the extension of this ground-breaking work into the global arena.

[Psychological Contracts in Organizations](#) Sep 29 2022 Bringing together a wide range of theory from social and cognitive psychology, organizational behaviour, organizational learning and the management of change, this text draws useful conclusions about important psychological processes.

[The Psychological Contract: Managing And Developing Professional Groups](#) Mar 04 2023 The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research, including the psychological contract, social identity theory, theories of career development and retention. The author uses real-life examples and short case studies to situate psychological theory within organizations.

[Understanding the Psychological Contract in Apprenticeships and Traineeships to Improve Retention](#) Dec 29 2019 This research examines the 'psychological contract' or the unwritten expectations of employers and employees in an employment relationship. The particular aim of this study was to discover whether mismatched expectations have any effect on retention in apprenticeships and traineeships. Overall, there was a very high level of agreement on the obligations of the two major parties and so mismatched expectations turn out not to be the explanation for high attrition rates. But paying greater attention to the areas perceived as deficient, such as employers providing specific time for training, fair treatment and resources to do the job, may be a means of improving retention.

[The Psychological Contract in the Public Sector](#) Feb 08 2021

- [EBOOK The Psychological Contract Managing And Developing Professional Groups](#)
- [Psychological Contracts In Organizations](#)
- [The Psychological Contract Managing And Developing Professional Groups](#)
- [Understanding Psychological Contracts At Work](#)
- [Handbook Of Research On The Psychological Contract At Work](#)
- [Supervisor Psychological Contract Management](#)
- [Managing The Psychological Contract](#)
- [Psychological Contracts In Organizations](#)
- [Managing The Psychological Contract](#)
- [Psychological Contracts In Employment](#)
- [Redefining The Psychological Contract In The Digital Era](#)
- [Psychological Contracts In Employment](#)
- [Employment Contracts Psychological Contracts And Employee Well Being](#)
- [Fairness At Work And The Psychological Contract](#)
- [Managing The Psychological Contract](#)
- [The State Of The Psychological Contract In Employment](#)
- [Employer Perceptions Of The Psychological Contract](#)
- [The Psychological Contract](#)
- [Organizations And The Psychological Contract Managing People At Work](#)
- [Employee Motivation And The Psychological Contract](#)
- [Psychological Contract And The Financial Crisis](#)
- [Pressure At Work And The Psychological Contract](#)
- [Employment Contracts Psychological Contracts And Employee Well Being](#)
- [The Psychological Contract](#)
- [Organizations And The Psychological Contract](#)
- [The Application Of The Psychological Contract To Occupational Safety](#)
- [The Psychological Contract In The Public Sector](#)
- [The Impact Of Human Resource Practices On The Psychological Contract](#)
- [Landwirtschaft In Europa Aktuelle Probleme D Agrarrechts](#)
- [Conceptualizing The Psychological Contract Construct](#)
- [The Psychological Contract](#)

- [Formation And Evolution Of The Psychological Contract](#)
- [Fairness At Work And The Psychological Contract](#)
- [The Psychological Contract At Work](#)
- [Psychological Contract](#)
- [The Psychological Contract Of Trust](#)
- [Employer Branding And The Psychological Contract In The United States Armed Forces](#)
- [The Employment Relationship](#)
- [Career Management And The Psychological Contract](#)
- [Understanding The Psychological Contract In Apprenticeships And Traineeships To Improve Retention](#)