

Psychological contracts in employment - cross-national perspectives

Sage Publications - The Changing Nature of the Psychological Contract and its Impact on Modern Organizations



Description: -

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German language -- Semantics.

German language -- Adjective.

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Commitment (Psychology) -- Cross-cultural studies.

Contracts -- Psychological aspects -- Cross-cultural studies.

Organizational behavior -- Cross-cultural studies. Psychological

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SAGE Books

Although individuals may no longer have a job with the same organization, as a result of their value they will have a job with an organization for their working career. The red arrows represent the tendency for the iceberg to rise with success and maturity in the job, and to a degree also in the success and maturity of the employer organization.

Psychological Contract in Career Development

By having all of these in line with each other and in line with the companies expectations allows the company to form a contract that is more likely to be clearly understood by both parties and has a less chance of being breached. Secretive distrustful employees are extremely difficult to manage.

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This creates fear and negativity among staff, which closes communications further and increases suspicion, resentment and resistance.

PSYCHOLOGICAL CONTRACTS IN EMPLOYMENT CROSS NATIONAL PERSPECTIVES

Some factors are hidden because they are difficult for anyone to understand or predict, but a great many others result simply from secrecy, borne of distrust or insecurity.

PSYCHOLOGICAL CONTRACTS IN EMPLOYMENT CROSS NATIONAL PERSPECTIVES

We instead hypothetically would change the relationship between the employee and employer at a far more fundamental level. State of HR Report
The State of HR is in transition.

The Importance of the Psychological Contract

An example of a transactional type of contract would be seasonal work where an employee is hired to work for a specific period of time in return for economic rewards. In almost every industry, companies ask potential new employees to sign at least one form or another.

Psychological contract

When openness is offered, encouraged and acted upon helpfully by the employer, employees themselves become more open, and also more accepting of change and other challenges. Since an employee's level of work changes as they advance in their career, the psychological contract that was established when they first began their career changes, too. These percentage figures are not scientific - they merely explain the way the model works.

Psychological Contract in Career Development

Increasingly deeper inputs and rewards emerge from being hidden or confused perceptions below from the water-line, to become visible mutual contractual agreement above the water-line. The market generally favoured employees. The Psychological Contract is a deep and varied concept and is open to a wide range of interpretations and theoretical studies.

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