

Organizations and the psychological contract - managing people at work

British Psychological Society - Organizations and the Psychological Contract: Managing People at Work

Mobility expectations	Infrequent and on employee's terms	Horizontal, used to rejuvenate organization, managed process
Redundancy/tenure guarantee	Job for life if perform	Lucky to have a job, no guarantees
Responsibility	Instrumental, employees exchange promotion for more responsibility	To be encouraged, balanced with more accountability, linked to innovation
Status	Very important	To be earned by competence and credibility
Personal development	The organization's responsibility	Individual's responsibility to improve employability

Description: -

- Communication in personnel management

Industrial management

Psychology, Industrial Organizations and the psychological contract - managing people at work

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The 3 Things Employees Really Want: Career, Community, Cause

You could recruit, motivate, and retain people by promising a great career or a close-knit community or a meaningful cause. As the life of individual changes, aspects of psychological contracts also change. The issues discussed in the literature review as far as psychological contracts are concerned to include psychological contract conceptualization which is all about how individuals and organizations view psychological contracts.

Psychological contract

Relevant theories are explained and developed using practical examples, self-assessment exercises and case studies.

Organizations and the Psychological Contract : Managing People at Work by Cary L. Cooper, Peter J. Makin and Charles J. Cox (1996, Trade Paperback) for sale online

See more of our resources on. If there are business reasons that justify other rules of the game, the worker must know about them.

Psychological contract

The employee is not certain in regards to the nature of obligations. It deals with all aspects of organizational life from recruitment and selection to motivation, leadership and organizational change.

Related Books

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