

# Public and private sector perspectives on the psychological contract - results of the 2001 CIPD survey

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Geological survey

CIPD research report Public and private sector perspectives on the psychological contract - results of the 2001 CIPD survey

Notes: Seventh annual CIPD survey into the the state of the employment relationship.

This edition was published in 2001

Table 2.2: Employee Promises (DeVos, Buyens and Schalk, 2003)

Employee Promises	
1. Effort and performance	Willingness to make efforts to perform well for the organization (for example, making efforts for the benefit of the organization, doing good work both quantitatively and qualitatively, working well with co-workers)
2. Flexibility	Willingness to be flexible in carrying out the work that needs to be done (for example, working overtime, taking work home)
3. Loyalty	Willingness to continue working longer for the organization (for example, not accepting every



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