

Psychological contracts in employment - cross-national perspectives

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

Organizational behavior -- Cross-cultural studies. Psychological

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Notes: Includes bibliographical references and index.

This edition was published in 2000



Filesize: 18.32 MB

Tags: #Psychological #contracts #in #employment #: #cross

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

We see this commonly in publicised industrial disputes, and you might be imagining now as you are reading this the sort of leaders and organizations who perform so incompetently in such situations. These principles are very helpful in understanding the Psychological Contract as it applies in employment, especially in human relationships and communications. Disgruntled employees present risk of increased operational costs associated with high turnover and risk of reputational damage.

PSYCHOLOGICAL CONTRACTS IN EMPLOYMENT CROSS NATIONAL PERSPECTIVES

In fact with modern technology geographical location is for many workers irrelevant, and will become more so. Generational factors While not necessarily external, generational issues are very interesting relative factors, and often overlooked.

Psychological Contract in Career Development

However, the intensity and nature of these consequences may vary across individuals and situations.

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

Certain vast systemic activities, such as managing a nation's finances, or regulating a stock market, can just about be translated into a series of mathematical processes, but the Psychological Contract presents deeper complexities. The most enlightened and progressive leaders will inevitably now find themselves considering the deeper issues of employee ownership and representational leadership. Leaders neglect a fundamental responsibility where they deceive people or distort facts, in the hope that people will somehow absorb the problem when it looms larger than promised, or worse where a leader takes the view that people have no right to know or to complain.

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. In life, relationships and communications generally operate on a very superficial level.

New employee onboarding

This obviously suggests that the traditional model by which most businesses are run is not necessarily the best organizational structure for achieving a healthy Psychological Contract. Work used to be a relatively simple matter of hours or piece-rate in return for wages. Various reference models help with this process, particularly the , which is an excellent way to explore and expand mutual awareness.

PSYCHOLOGICAL CONTRACTS IN EMPLOYMENT CROSS NATIONAL PERSPECTIVES

In addition, the workforce has become more diverse, and to speak of the traditional male sole breadwinner is no longer appropriate. The iceberg diagram shows the the most basic work and pay exchange. As an employee is promoted throughout their career they expect more from their psychological contract because they are putting more of themselves into their work.

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