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Understanding Psychological

Contracts At Work A Critical

Evaluation Of Theory And

Research

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Understanding Psychological Contracts At Work

This book is the first to provide a comprehensive and critical overview of what is now the major way of trying to understand the employment relationship — the concept of the psychological contract. Written contracts often specify very little in terms of the important

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details about what we are prepared to do for our employer and what we want back in return.

Understanding Psychological Contracts at Work: A Critical ...

Written to provide a comprehensive yet critical introduction to the topic, Understanding Psychological Contracts at Work will be key reading for advanced students, lecturers and researchers in Organizational Psychology, Organization Studies, Management Studies, Human Resource Management, Occupational Psychology; and professionals and practitioners in Occupational Psychology, Management Consultancy, Human Resource Management, Careers and Career Management, Career Counseling, and Workplace ...

Amazon.com: Understanding Psychological Contracts at Work ...

The psychological contract is an important feature of the employment relationship at the individual level. There

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is extensive evidence about both the antecedents and consequences of the ...

Research

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This belief is often the result of psychological contracts. What employees think they owe their employers and what employees think their employers owe them is referred to as a psychological contract.

Psychological contracts in the workplace immensely influence the way employees view their workplace environments.

Psychological Contracts in the Workplace

Understanding Psychological Contracts at Work. A Critical Evaluation of Theory and Research. Neil Conway and Rob B. Briner. Author Information. Neil Conway is a Lecturer in Organizational Psychology at Birkbeck College, University of London.

Understanding Psychological

Contracts at Work - Neil ...

The psychological contract considers these implicit or unwritten aspects of the employment relationship. What do employees really expect from work?

Neil Conway - Understanding Psychological Contracts at Work

The authors start to address this issue by considering whether employees and employers can use what is known about the psychological contract to better manage the employment relationship. Written to provide a comprehensive yet critical introduction to the topic, *Understanding Psychological Contracts at Work* will be key reading for advanced students, lecturers, and researchers in Organizational Psychology, Organization Studies, Management Studies, Human Resource Management, Occupational ...

Understanding Psychological Contracts at Work

The psychological contract, by definition,

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represents the understanding of mutual expectations between employees and employers. In theory, the psychological contract is used to maintain a positive employee-employer relationship by founding a set of mutually agreed ground rules. It pays particular attention to the 'human side' of a working relationship, rather than the purely commercial or transactional side.

What is a psychological contract?

An Employment guide

The Psychological Contract has been of increasing interest for HR departments as it can be used to measure factors impacting behavior in the workplace. This contract can be used as a powerful instrument for driving behavior and business performance.

The Psychological Contract: Relevance for Our Everyday ...

Unlike a formal, codified employee contract, a psychological contract is an unwritten set of expectations between

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the employee and the employer. It includes informal arrangements, mutual beliefs, common ground and perceptions between the two parties.

Communication is a Key Element

The Importance of the Psychological Contract | HR Exchange ...

Written to provide a comprehensive yet critical introduction to the topic, Understanding Psychological Contracts at Work will be key reading for advanced students, lecturers, and researchers in Organizational Psychology, Organization Studies, Management Studies, Human Resource Management, Occupational Psychology; and professionals and practitioners in Occupational Psychology, Management Consultancy, Human Resource Management, Careers and Career Management, Career Counselling, Workplace Training.

Understanding Psychological Contracts at Work: A Critical ...

psychological contract beliefs can be

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influenced by various sources over the course of employment, including recruiters, supervisors, formal policy, human resource practices, and coworker

...

(PDF) Psychological Contract Theory - ResearchGate

The power and flexibility of the breach concept are also demonstrated by the way in which it can be used to explain other concepts within psychological contract theory. Furthermore, psychological contract breach is seen as occurring relatively frequently at work because of the many factors that can affect the employment relationship.

How Does the Psychological Contract Affect Behaviour ...

The psychological contract considers these implicit or unwritten aspects of the employment relationship. What do employees really expect from work? What happens when the contract, or 'the deal',...

Understanding Psychological Contracts At Work A Critical

Understanding Psychological Contracts at Work: A Critical ...

Written contracts often specify very little in terms of the important details about what we are prepared to do for our employer and what we want back in return. The psychological contract considers these implicit or unwritten aspects of the employment relationship. What do employees really expect from work?

Understanding Psychological Contracts at Work: A Critical ...

The Psychological Contract is a deep and varied concept and is open to a wide range of interpretations and theoretical studies. Primarily, the Psychological Contract refers to the relationship between an employer and its employees, and specifically concerns mutual expectations of inputs and outcomes.

The Psychological Contract -

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BusinessBalls.com

The psychological contract is central to people performance and engagement at work. Successful management of employee expectations requires people professionals to have input to the broad organisational strategy, and to design and implement the people management and development practices that support it. Specific areas of focus include:

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