



# Organizations and the Psychological Contract

Peter Makin

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PRAEGER

# Organizations And The Psychological Contract

## Managing People At Work

**Yannick Griep,Cary Cooper**

## **Organizations And The Psychological Contract Managing People At Work:**

**Organisations and the Psychological Contract** Peter Makin,Cary L. Cooper,Charles Cox,1996-04-11 This is an excellent text for practising managers and students on management and occupational psychology courses It deals with all aspects of organisational life from recruitment and selection to motivation leadership and organizational change The book provides a comprehensive coverage of all aspects of behaviour at work   **Organizations and the Psychological Contract**  
Peter J. Makin,Cary L. Cooper,Charles Cox,1996-07-17 Contracts in employment are of two kinds the formal written contract and the equally important informal and unwritten psychological contract how people think they should be treated Both involve rights obligations and expectations on the part of the employer and the employee and a breach in one can have important effects on the other For example how people feel they are being treated by the organization can affect their perception of their levels of pay Organizations and the Psychological Contract has two main aims in exploring these issues to act as a handbook for practicing managers and as a basic text in management courses Organizations and the Psychological Contract has two main aims in exploring these issues in the organizational context to act as a handbook for practicing managers and as a basic text in management courses Relevant theories are explained and developed using practical examples self assessment exercises and case studies This is a revised and much expanded version of Managing People at Work with the addition of chapters on Selection and Career Development Understanding and Coping with Change Empowerment and Self Management and the Behavioural Approach to Motivation As well as undertaking research into many aspects of organizational life the authors have many years experience as consultants acting for industrial and commercial organizations in all sectors of the economy

**Understanding Psychological Contracts at Work** Neil Conway,Rob B. Briner,2005-11-17 How can we understand the relationship between employer and employee What determines the give and take of such relationships and what happens when they go wrong This text is a comprehensive overview of what is now the major way of trying to understand the employment relationship the concept of the psychological contract   **Managing People and Organizations in Changing Contexts** Graeme Martin,2016-03-31 Managing People and Organizations in Changing Contexts addresses the contemporary problems faced by managers in dealing with people organizations and change in a theoretically informed and practical way This textbook approaches people management from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour and human resource management This new edition considers new emerging organizational forms such as e lancing and recent management concerns such as employee engagement de professionalization and the growing challenges of social media Built around a chapter framework that connects different themes to managerial action and practices this textbook covers a wide range of topics including managing at the individual group and organizational levels change management managing creativity and innovation and corporate governance and corporate social responsibility There is an increased international flavour reflected

in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors This text will be relevant to practising and aspiring managers studying people management organizational behaviour and change management **The Psychological Contract: Managing And Developing**

**Professional Groups** George, Christeen,2009-10-01 The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research including the psychological contract social identity theory theories of career development and retention The author uses real life examples and short case studies to situate

psychological theory within organizations **Managing People in Sport Organizations** Tracy Taylor,Alison Doherty,Peter McGraw,2008 This work provides a comprehensive overview of the theory and practice of managing people within a human resource management framework It provides the reader with the skills they need to understand and work with people in sport organizations **Handbook of Research on the Psychological Contract at Work** Yannick Griep,Cary Cooper,2019

The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions attitudes and behaviors in the workplace Although the psychological contract has been explored extensively over the last 50 years numerous theoretical conceptual empirical methodological and analytical changes have pushed the field forward As such it is time to take stock and move forward The contributors to this Handbook explore in detail this important component of modern management thinking **Managing People in Changing Organizations** Graeme Martin,2024-09-03 Managing People in Changing Organizations addresses the contemporary problems faced by managers in dealing with people organizations and change in a theoretically informed and practical way It does so by drawing on classic studies in management up to date research including the author s own case studies and reflective exercises This textbook approaches people management and organizational development from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour change management and human resource management This third edition incorporates new research and recent changes in technology including artificial intelligence work and job design and additional insights into innovation corporate governance and sustainability Built around a chapter framework that connects different themes to managerial action and practices this textbook covers a wide range of topics including managing at the individual group and organizational levels culture change managing internationally reputation management managing creativity and innovation and corporate governance corporate social responsibility and sustainability There is an increased international flavour reflected in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors The content also reflects the author s recent experience of consulting and managing at board level This text will be relevant to practising and aspiring managers studying leadership people management organizational behaviour and development and change management on courses at later stage undergraduate masters doctoral and executive education levels **Psychological Contracts in**

Employment Denise M. Rousseau, René Schalk, 2000-05-17 The relationships between workers and firms are changing worldwide. Nowhere is this more evident than in the psychological contracts of employment that is the obligations workers owe to their employer and vice versa. Psychological Contracts In Employment contains the cross national perspectives of organizational scholars from 13 countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences. The author team assembled by Editors Denise Rousseau and René Schalk includes social scientists with deep knowledge of the particular societies they describe and whose personal scholarship involves psychological contract phenomena locally as well as abroad. Readers of Denise Rousseau's award winning book Psychological Contracts in Organizations Sage 1995 will welcome the extension of this ground breaking work into the global arena. Both the introductory and concluding chapters written by the editors provide several themes to structure and frame the book's content. Every chapter in this volume maintains a clear focus on the importance of a cross cultural perspective on psychological contracts for today's managers social scientists and public policy makers.

Managing People in Organizations Thomas Klikauer, 2018-10-06 This new and engaging core textbook offers a unique line manager perspective that presents students with HRM topics and issues that they will be confronted with once they enter the world of work in a managerial role. It is a concise text that focuses on providing students with all they need to know to equip them with a comprehensive understanding of the role the non HR manager plays in the day to day running of an organization. The author's deep understanding and wide ranging knowledge of the subject matter means that the text is firmly founded on the latest research while the case studies topical and international examples and experiential exercises that form a fundamental part of the book ensure that theory is always clearly applied to real world practice. This text is an essential companion for MBA and postgraduate students who are studying modules on Human Resource Management or Managing People but who are non HRM specialists and do not require the exhaustive detail found in other HRM texts. It is also suited for use alongside upper level undergraduate modules on these topics on mainstream business degrees.

**Managing and Organizations** Stewart R Clegg, Martin Kornberger, Tyrone Pitsis, 2015-11-02 Get 12 months FREE access to an interactive eBook when you buy the paperback Print paperback version only 9781446298374 Already a classic in its field Managing and Organizations success among teachers and students reflects its comprehensiveness and accuracy. A great handbook from which to teach management Dr Jose Bento da Silva University of Warwick A realist's guide to management the authors capture the complex life of organizations providing not only an account of theories but also an introduction to their practice with examples from everyday life and culture discussing the key themes and debates along the way. Intended as a travel guide to the world of management the content contains reliable maps of the terrain critical viewpoints with ways forward outlined and an exploration of the nooks crannies and byways whilst still observing the main thoroughfares. This is a resource that will help navigate this world encouraging the reader to explore not only the new exciting and brilliant aspects but also some dark

sides as well. The new edition includes A new chapter on Organizational Conflict Revised case studies examining key organizational issues and exploring diverse scenarios. Even more examples and cases throughout covering the most current examples from the business world e.g. Airbnb, Uber, Spotify. A free interactive eBook featuring author videos, web links to news articles and Ted Talks, multiple choice questions, flashcards, SAGE journal articles and other relevant links allowing access on the go and encouraging learning and retention whatever the reading or learning style. Suitable for students studying Organisational Behaviour, Managing People in Organisations and Introductory Management courses taking an Organisational Behaviour slant. Interactivity only available through VitalSource eBook. Managing People at Work John Wallace Hunt, 1979

**Supervisor Psychological Contract Management** Maida Petersitzke, 2009-04-26. Maida Petersitzke provides an overview of the literature on psychological contracts and presents a four tier framework that details how organisations can systematically manage the psychological contracts of their employees. **Organizational Behaviour** Ray French, Charlotte Rayner, Gary Rees, Sally Rumbles, John R. Schermerhorn, Jr., James G. Hunt, Richard N. Osborn, 2016-01-04. ORGANIZATIONAL BEHAVIOUR: Organizational Behaviour 3rd Edition builds on the strengths and successes of the previous editions and has been fully updated to reflect changes in the world of work and the context of organizational behaviour within that world. The authors combine a managerial approach focusing on practical real world applications with a rigorous critical perspective that analyses the research behind the theories. The text addresses alternative theoretical perspectives in parallel to the introduction of new worldwide cases and examples. The concise coverage of the core topics can be applied to both one semester and year long teaching and learning patterns. In addition the text includes a strong applied focus stressing the applicability of all topic areas in work organizations as well as examples from across a wide variety of business and geographic sectors. The fully updated online resource package includes PowerPoint slides, a lecturer test bank, instructor's manual and additional cases. Students can access self test quizzes, glossary, flashcards, a student study guide and links to relevant journal articles as well as interactive modules and skills assessments. For more information and full access to the online resources visit [www.wiley.com/college/french](http://www.wiley.com/college/french). **Managing Organizational Behavior** John R. Schermerhorn, Jr., James G. Hunt, Richard N. Osborn, 1985-03. Redefining the Psychological Contract in the Digital Era Melinde Coetzee, Alda Deas, 2021-02-18. This book introduces the psychological contract as a multi level contextual construct and closes some of the knowledge gaps on the nature of the digital era psychological contract. The digital era psychological contract gives rise to a new type of employer-employee relationship manifesting at the nexus between people and technology in a post COVID 19 world. The book volume provides promising new approaches for psychological contract research offering a rich compendium of reflections on the shifts in employer-employee expectations and obligations as well as suggestions for future research and practice. Chapter contributions are divided into four main sections: The Digital Era Contextual Issues and the Psychological Contract, Managing the Psychological Contract in the Digital Era, Issues for Organisational Practice.

Managing the Psychological Contract in the Digital Era Issues of Diversity Integration and Conclusion Redefining the Psychological Contract in the Digital Era is an insightful examination of the evolving nature of the psychological contract presenting novel insights into the antecedents consequences and facets of the new multi level contextual digital era psychological contract The primary audience for this book volume is advanced undergraduate and postgraduate students in industrial and organisational psychology and human resource management as well as scholars in both academic and applied work settings Human resource managers and professionals will also have an interest in this book volume **The Realities of Partnership at Work** Martin Upchurch,2008-11-05 The realities of partnership at work finds evidence of work intensification increased stress and more job insecurity where partnership has been introduced in the workplace This definitive study written by leading authors in the field suggests that partnership is a utopian Third Way project designed to suppress and deny workplace conflict The concept of good partnership following the TUCs six principles of partnership is probed and tested and found to fall short of employees and unions expectations Government and employer efforts to use workplace consensus as a vehicle for productivity growth inevitably exacerbate the tensions between worker and employer interest making prospects for mutual gains illusory Research for this book was funded by the ESRC Future of Work Programme and it includes extensive surveys and interviews in organizations from finance aerospace and the public sector Few subjects could be judged more vital to current policy debates than the prospects for work and employment The Future of Work series edited by Professor Peter Nolan Director of the ESRC Future of Work Programme provides the much needed evidence and theoretical advances to enhance our understanding of the critical developments most likely to impact on people s working lives **The Academy of Management Review** Academy of Management,1997 **Instructors Resource Manual to Accompany Managing Organizational Behavior** Schermerhorn,1988-03 **Management and Organizational Behavior** Curtis W. Cook,Phillip L. Hunsaker,Robert E. Coffey,1997

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