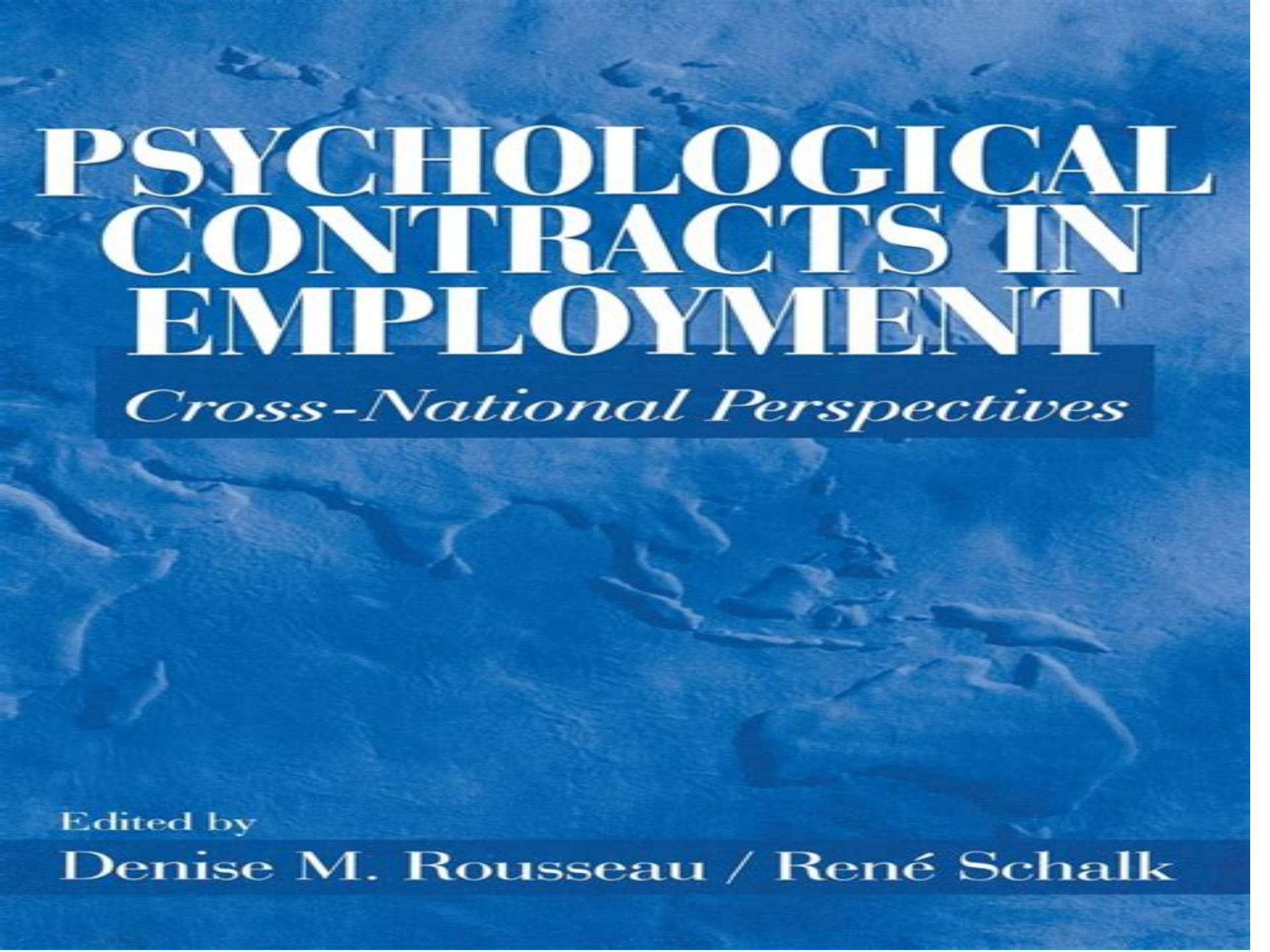




PSYCHOLOGICAL CONTRACTS IN EMPLOYMENT

Cross-National Perspectives

Edited by

Denise M. Rousseau / René Schalk

Psychological Contracts In Employment Cross National Perspectives

Denise M. Rousseau, René Schalk



Psychological Contracts In Employment Cross National Perspectives:

Psychological Contracts in Employment Denise M. Rousseau, René Schalk, 2000-05-17 Contains 15 essays which discuss from diverse national perspectives obligations workers owe their employers and those owed by employers to their employees

Psychological Contracts in Employment Denise Rousseau, Rene Schalk, 2000-05-17 The relationship between workers and firms are changing worldwide Nowhere is this more evident than in the psychological contracts of employment This book combines the cross national perspectives of organizational scholars from thirteen countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences The contributors include 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 Contract in Organizations* Sage 1995 will welcome the extension of this ground breaking work into the global arena

Employment Contracts, Psychological Contracts, and Employee Well-Being David E. Guest, Kerstin Isaksson, Hans De Witte, 2010-07-22 Temporary employment has become a focus of policy debate theory and research The book addresses as its core concern the relationship between temporary employment contracts and employee well being It does so within the analytic framework of the psychological contract and advances theory and knowledge about the psychological contract by exploring it from a variety of perspectives It also sets the psychological contract within the context of a range of other potential influences on work related well being including workload job insecurity employability and organizational support A key aim of the book is to identify the relative importance of these various potential influences on well being The book covers seven countries Belgium Germany The Netherlands Spain Sweden and the UK as well as Israel as a comparator outside Europe Data were collected from over 5 000 workers in over 200 organizations and from both permanent and temporary workers as well as from employers The book s conclusions are interesting and controversial The central finding is that contrary to expectations temporary workers report higher well being than permanent workers As expected a range of factors help to explain variations in work related well being and the research highlights the important role of the psychological contract However even after taking into account alternative explanations the significant influence of type of employment contract remains with temporary workers reporting higher well being In addition to this core finding by exploring several aspects of the psychological contract and taking into account both employer and employee perspectives the book sheds new light on the nature and role of the psychological contract It also raises some challenging policy questions and while acknowledging the potentially precarious nature of temporary jobs highlights the need to consider the increasingly demanding nature of permanent jobs and their effects on the well being of employees

The Handbook of Cross-Cultural Management Research Peter B. Smith, Mark F. Peterson, David C. Thomas, 2008-05-22 Renowned international experts Peter B Smith Mark F Peterson and David C Thomas editors of the *The Handbook of Cross Cultural Management* have drawn

together scholars in the field of management from around the world to contribute vital information from their cross national studies to this innovative comprehensive tome Chapters explore links between people and organizations providing useful cultural perspectives on the most significant topics in the field of organizational behavior such as motivation human resource management and leadership and answering many of the field s most controversial methodological questions Key Features Presents innovative perspectives on the cultural context of organizations In addition to straightforward coverage of structures and processes this Handbook addresses locally distinctive indigenous views of organizational processes from around the world and considers the interplay of climate and wealth when analyzing how organizations operate Offers an integrated theoretical framework At the start of each substantive section the Editors provide context for the upcoming chapters by discussing how prevalent cultures in different parts of the world place emphasis on particular aspects of organizational processes and outcomes Boasts a global group of contributing scholars This Handbook features contributing authors from around the world who represent an outstanding mix of respected long standing scholars in cross cultural management as well as newer names already impacting the literature Provides an authoritative agenda for the future development of the field All chapters conclude with a list of promising avenues for further research and a focus on issues that remain unresolved Intended Audience This Handbook is an ideal resource for researchers instructors professionals and graduate students in fields of business management and psychology

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 the Psychological Contract ABM Abdullah,2017-05-23 This book explores the differences between Western and non Western cultures to provide a more comprehensive understanding of psychological contract and its consequences on employees behavioral attitudinal and cognitive outcomes Further it discusses the culturally relevant elements of HR practices that affect employee expectations job satisfaction commitment and motivation based on their perceptions of the level of fulfilment of their psychological contract Integrating both qualitative and quantitative methods it is the first book to examine the current state of the South Asian workforce and will advance research on industrial relations employee relationship management and corporate management of South Asian employees around the world

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

Handbook of Research on Comparative Human Resource Management Chris Brewster,Wolfgang Mayrhofer,Elaine Farndale,2018-04-27 This second updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world s leading researchers in the field to present the state of the art to scholars students and practitioners The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world

Handbook of Asian Management Kwok Leung,Steven White,2007-05-08 Our understanding of management in Asia has not kept pace with the demands of managers and students The Handbook of Asian Management provides in depth critical reviews of central topics in strategy and organizational behavior research in Asian contexts Leading scholars take stock of what has been learned and give clear directions towards greater rigor and relevance for research in this region

Advances in Mergers and Acquisitions Sydney Finkelstein,Cary L. Cooper,2008-10-06 Mergers and acquisitions are a primary vehicle of growth for companies around the world This book contains topics that range from strategy to organizational integration culture leadership human resource planning and financial analysis

Handbook of Industrial, Work & Organizational Psychology Neil Anderson,Deniz S Ones,Handan Kepir Sinangil,Chockalingam Viswesvaran,2001-10-19 Work in the 21st century requires new understanding in organizational behaviour how individuals interact together to get work done This volume brings together research on essential topics such as motivation job satisfaction leadership compensation organizational justice communication intra and inter team functioning judgement and decision making organizational development and change Psychological insights are offered on management interventions organizational theory organizational productivity organizational culture and climate strategic management stress and job loss and unemployment

Understanding Social Psychology Across Cultures Peter B Smith,Michael Harris Bond,Cigdem Kagitcibasi,2006-01-05 This book is not an arcane tome restricted for use by specialists in cross cultural

psychology It deals directly with what it sets out to do How can social psychology both address and incorporate what is known about cultural constants and variations in human thought and behavior In achieving this the authors have delivered in spades Their book is a must for social psychologists whether in their roles as teachers or researchers Importantly it is also a valuable text for advancing students of social psychology and should be required reading for any who propose to undertake postgraduate psychological research Journal of Cross Cultural Psychology It is useful in informing interactions with those of similar or different cultures and in understanding how cultural misunderstanding can occur For these reasons I believe it is worth reading and would recommend The Psychologist This will be my favourite text for recommending to graduate students who want to know what cross cultural psychology is about I wished all of their professors had read it For example I never saw levels of analysis explained so clearly I was comforted by the statement in the book that many studies in the published literature don't clearly state their level of analysis so failing to understand those articles is not only my problem The book is impressively comprehensive and broad yet very readable up to date and practically oriented Every source cited has been read critically and put into context A masterpiece Geert Hofstede The authors of this gracefully written text have a vision of their field that incorporates but far transcends the experimental social psychology familiar to Americans Using concepts and data from a range of cultures they address problems in developmental personality and applied psychology with a particular emphasis on cross cultural interactions and global change Not since Roger Brown's classic has a text made social psychology so interesting Robert R McCrae This book is one of the best available texts on cross cultural psychology It reviews a large amount of cross cultural studies and covers a wide range of perspectives on culture It reveals what is unique to cross cultural psychology and reminds us that culture is central to the advancement of psychology as a discipline Patricia M Rodriguez Mosquera Brunel University The concept for this book is excellent As a global society we have many pressing problems It is wonderful to see these leading cross cultural psychologists make a highly sophisticated effort at applying the resources of social psychology to the needs of cultures throughout the world Jim Nelson Valparaiso University USA Illustrating ways in which culture shapes psychological processes across a wide range of social contexts Understanding Social Psychology Across Cultures examines the strengths and limitations of the key theories methods and instruments used in cross cultural research The book contains a broad range of pedagogical devices including further reading and discussion questions at the end of each chapter chapters on culture level studies personality and developmental issues and a glossary of key terms

Moral Emotion, Moral Cognition, and (Im)Moral Behavior in the Workplace Peixu He, Hongdan Zhao, Cuiling Jiang, Chuangang Shen, 2023-09-27 Moral behavior is subject to socially accepted moral norms and also has a pervasive influence on organizational performance With the emergence of ethical issues found in organizations practitioners and scholars pay increasing attention to ethics management Therefore workplace moral behavior e.g. pro social behavior and organizational citizenship behavior OCB and immoral behavior e.g. interpersonal abusive behavior deviant counterproductive

behavior and unethical pro organizational behavior have also received substantial research interests over the past decades. To date the most common framework used to study moral behavior has been the cognitive approach with abundant evidence demonstrating that emotion and cognition are the two core elements in generating and influencing workplace immoral behavior. However limited studies have been conducted to explore the emotional cognitive processes or integrative moral emotion cognition system relevant to workplace moral behavior. Despite our knowledge of the antecedents and consequences of workplace immoral behaviors more research on the generating mechanism influencing mechanism transformation mechanism and governance strategies is needed. For example it is unclear how exhibiting immoral behavior in the workplace would impact the actor's and the third party observer's emotions thoughts feelings and subsequent behavior. Besides the question of whether ethical/unethical leader behavior would trigger a trickle down effect is underdeveloped which refers to the fact that how the behavior or perception of the top leaders affects employees from top to bottom along the formal vertical power chain. In addition we have little knowledge on when how and why the ethical employees the so called good soldiers would engage in workplace immoral behavior and vice versa.

Global Collaboration: Intercultural Experiences and Learning Martine Cardel Gertsen, 2012-05-15 Offers qualitative studies of collaboration processes conducted in globalising companies based in Denmark and with subsidiaries in Asia. It addresses the specific contexts of collaboration and studies how people with different cultural backgrounds work together both face to face and in the virtual workplace.

I-deals Denise Rousseau, 2015-02-12 Employees with valuable skills and a sense of their own worth can make their jobs pay perks and career opportunities different from those of their coworkers in subtle and not so subtle ways. Work at home arrangements flexible hours special projects personally negotiated arrangements like these can be a valuable source of flexibility and personal satisfaction but at the risk of creating inequality and resentment by other employees. This book shows how such individual arrangements can be made fair and acceptable to coworkers and beneficial to both the employee and the employer. Written by the world's leading expert on the subject I-deals: Idiosyncratic Deals Employees Bargain for Themselves challenges traditional notions that standardization is the way to create workplace justice. The book is filled with real examples cases and supporting data. It expands conventional ideas of workplace fairness provides details on the power that workers influence over their employment conditions and spells out how employees and employers can channel this influence into mutually beneficial innovations. The book is must reading for students and scholars in the fields of human resource management and organizational behavior and for managers and employees everywhere.

Employment Contracts and Well-Being Among European Workers Nele De Cuyper, Kerstin Isaksson, 2017-05-15 Temporary employment contracts are now commonplace in business. However the move towards such employment structures has a significant and hitherto little understood impact on the psychological contract between employee and organizations. This book is amongst the first to tackle this problem. With detailed research findings from seven countries Belgium Germany the Netherlands Spain Sweden the UK

and for a non European perspective Israel it presents an integrated model of the effects of temporary work The model incorporates key recent trends including the expansion of non permanent employment as a persistent form of employment flexibility the increasing importance of the psychological contract and the diversity of the European labour market as a result of state legislation By presenting the results of an overview of the research literature on this contemporary labour market trend this book is of real value to researchers practitioners and policy makers

Essentials of International Human Resource Management David C. Thomas, Mila B. Lazarova, 2013-06-28 *Essentials of International Human Resource Management* Managing People Globally by David C Thomas and Mila B Lazarova provides concise coverage of key HRM concepts balancing comparative approaches and US and non US schools of thought Not limited to the multinational firm this book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context Chapter opening vignettes short cases exemplify the chapter's core topics and show readers how chapter content can be applied Extensive references make it easy for readers to explore concepts in more depth

Great Minds in Management Ken G. Smith, Michael A. Hitt, 2005-09-22 In *Great Minds in Management* Ken G Smith and Michael A Hitt have brought together some of the most influential and original thinkers in management Their contributions to this volume not only outline their landmark contributions to management theory but also reflect on the process of theory development presenting their own personal accounts of the gestation of these theories The result is not only an ambitious and original panorama of the key ideas in management theory presented by their originators but also a unique collection of reflections on the process of theory development an area which to date little has been written about by those who have actually had experience of building theory In their concluding chapter Ken G Smith and Michael A Hitt draw together some common themes about the development of management theory over the last half a century and suggest some of the conclusions to be drawn about how theory comes into being

Healthy Work Namir Khan, Nina Nakajima, Willem H. Vanderburg, 2004 The latest in a series focused on improving health conditions this volume addresses work environments bringing together diverse sources of literature that support preventive approaches to work design and organization This reference provides an overview of relevant literature to engineers managers accountants occupational health and safety specialists and industrial hygienists so that they and other professionals can understand what has caused our workplaces to become primary sources of physical and mental illness By focusing on diagnostic and prescriptive approaches managers can implement designs and decisions that prevent or greatly reduce undesired and harmful effects Other titles in the series include *Healthy Cities Sustainable Production Sustainable Energy*

Intelligent Mentoring Audrey J. Murrell, Sheila Forte-Trammell, Diana Bing, 2008-11-11 *How to Use Mentoring to Drive Maximum Competitive Advantage* Techniques and lessons from IBM's world class mentoring programs for every business and HR leader strategist Chief Learning Officer consultant trainer and scholar For today's enterprises few challenges are as daunting as preparing tomorrow's leaders Mentoring is one of the most powerful tools at their disposal But

not all mentoring programs are equally effective and not all companies have learned how to sustain mentoring One company has IBM Intelligent Mentoring reveals how IBM has done it and offers specific guidance and best practices you can use to achieve equally powerful results Intelligent Mentoring shows how IBM has fully integrated a diverse portfolio of formal mentoring initiatives into both talent development and innovation promotion Whether you re a business leader strategist Chief Learning Officer training specialist coach or consultant this book presents a state of the art framework for making mentoring work Drawing on IBM s experience the authors demonstrate how to build a diverse portfolio of effective mentoring programs use mentoring to strengthen organizational intelligence build sustainable communities of mentors and mentees promote collaboration across differences and above all link mentoring to strategy and use it to sustain competitive advantage Use mentoring to develop tomorrow s world class business leaders Actionable solutions and best practices from IBM s breakthrough mentoring program Embrace mentoring as a high performance work practice Maximizing capturing and communicating the value added impact of mentoring Set the right goals for mentoring then achieve them Utilize mentoring to strengthen organizational learning improve retention promote innovation and more Use mentoring to solve your organization s most wicked problems How mentoring can help you respond to complex tangled challenges you ve never faced before

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