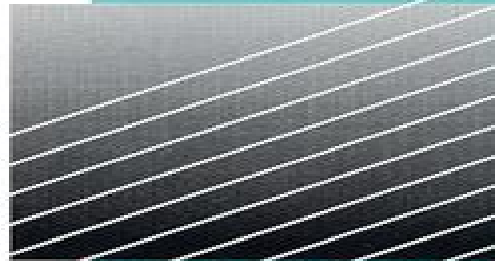


Denise M. Rousseau

Psychological Contracts in Organizations

Understanding Written and
Unwritten Agreements



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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

I-Deals Denise M. Rousseau, 2005-05-18 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

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Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luís de Campos Soares, Rouco, José Carlos Dias, 2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians

Business Intelligence and Information Technology Aboul Ella Hassanien, Yaoqun Xu, Zhijie Zhao, Sabah Mohammed, Zhipeng Fan, 2021-12-15 This book constitutes the refereed proceedings of the 2021 International Conference on Business Intelligence and Information Technology BIIT 2021 held in Harbin China during December 18 20 2021 BIIT 2021 is organized by the School of Computer

and Information Engineering Harbin University of Commerce and supported by Scientific Research Group in Egypt SRGE Egypt The papers cover current research in electronic commerce technology and application business intelligence and decision making digital economy accounting informatization intelligent information processing image processing and multimedia technology signal detection and processing communication engineering and technology information security automatic control technique data mining software development and design blockchain technology big data technology artificial intelligence technology

The Implementation of Smart Technologies for Business Success and Sustainability Allam Hamdan, Haneen Mohammad Shoaib, Bahaaeddin Alareeni, Reem Hamdan, 2022-09-24 Industry 4.0 technologies identified as the main contributor to the digitalization era New technology delivers optimal outputs by utilization of effective resource Therefore smart technologies that has inventive and creative objects became critical to enterprise recent studies shows that its led enterprises business such as SMEs to considerable investments which many organizations over the world attempt to use innovative technologies such as IoT and AI these technologies have potential on sustainable business models In addition to that innovation usage in business models led to significant benefits towards sustainability concept in SMEs marketplace Furthermore Sustainability objectives refers to corporate sustainability term which integrate enterprise operations with social educational environmental and economic benefits as process of decision making can impact during sustainability implications This book focus on the implementation of smart technologies for growing business the book includes research articles and expository papers on the applications of technology on Decision Making Healthcare Smart Universities Advertising E marketing Public Sector and Digital Government FinTech RegTech Some researchers also discussed the role of smart technologies in the current COVID 19 pandemic whether in the health sector education and others On all of these the researchers discussed the impact of smart technologies on decision making in those vital sectors of the economy

Managerial Strategies and Practice in the Asian Business Sector Aung, U Zeyar Myo, Ordoñez de Pablos, Patricia, 2015-12-22 Due in part to globalism and economic development the Asian business sector has been rapidly expanding Thanks to the increasing industrialization and economic growth of China and India in particular tourism as well as business opportunities in the Asian sector are booming Managerial Strategies and Practice in the Asian Business Sector is a comprehensive reference source for theories and practices related to business integration in Asian countries The research presented within this timely resource closely examines a number of essential topics such as ethics competition and entrepreneurship in an era of globalization and economic expansion Illustrating innovative insights concerning the development of business strategies in this growing region this book is an invaluable reference for business executives students of business academics policy makers or any professional concerned with globalism and the intricacies of Asian business and information technology integration in the Asian business sector

Augmenting Employee Trust and Cooperation Andrei O. J. Kwok, Motoki Watabe, Pervaiz K. Ahmed, 2021-06-01 This book is an essential guide for academics

and practitioners to understand employees differences in personality and how best to motivate them accordingly The authors provide an in depth perspective of how organizations can better prepare for the new realities of the workplace Amidst the war for talent and a continually evolving workplace that has reduced employee psychological attachment employees prefer to be treated as individuals with the expectation of individual recognition and reward The authors draw from their personal corporate and research experience by combining interdisciplinary perspectives organizational behavior human resource management psychology sociology economics to offer holistic insights into individual expectancy and motivation integral to a successful employer employee interaction Interestingly research remains lacking on the effects of excessive extrinsic rewards on trust and cooperation Hence this book fulfills significant gaps in vital areas that existing studies have not yet sufficiently addressed These areas are psychological contract excessive extrinsic rewards and individual differences in personality locus of control and general trust The authors use scenario based laboratory experiments to examine the moderating effects of locus of control and general trust that underscore employee expectations The differential effects contribute to insight on behavioral outcomes in the workplace that result from employee perception personality and intention towards the provision of rewards Consequently the book dispels the discrepancies between economists and psychologists about the efficacy of rewards Findings demonstrate that although excessive extrinsic rewards augment all employees trust and cooperation it is vital for employers to reward selectively those who are most deserving Findings offer a deeper understanding of the saliency efficacy and judiciousness of excessive extrinsic rewards Employers will benefit by understanding how best to tailor rewards to motivate each employee

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