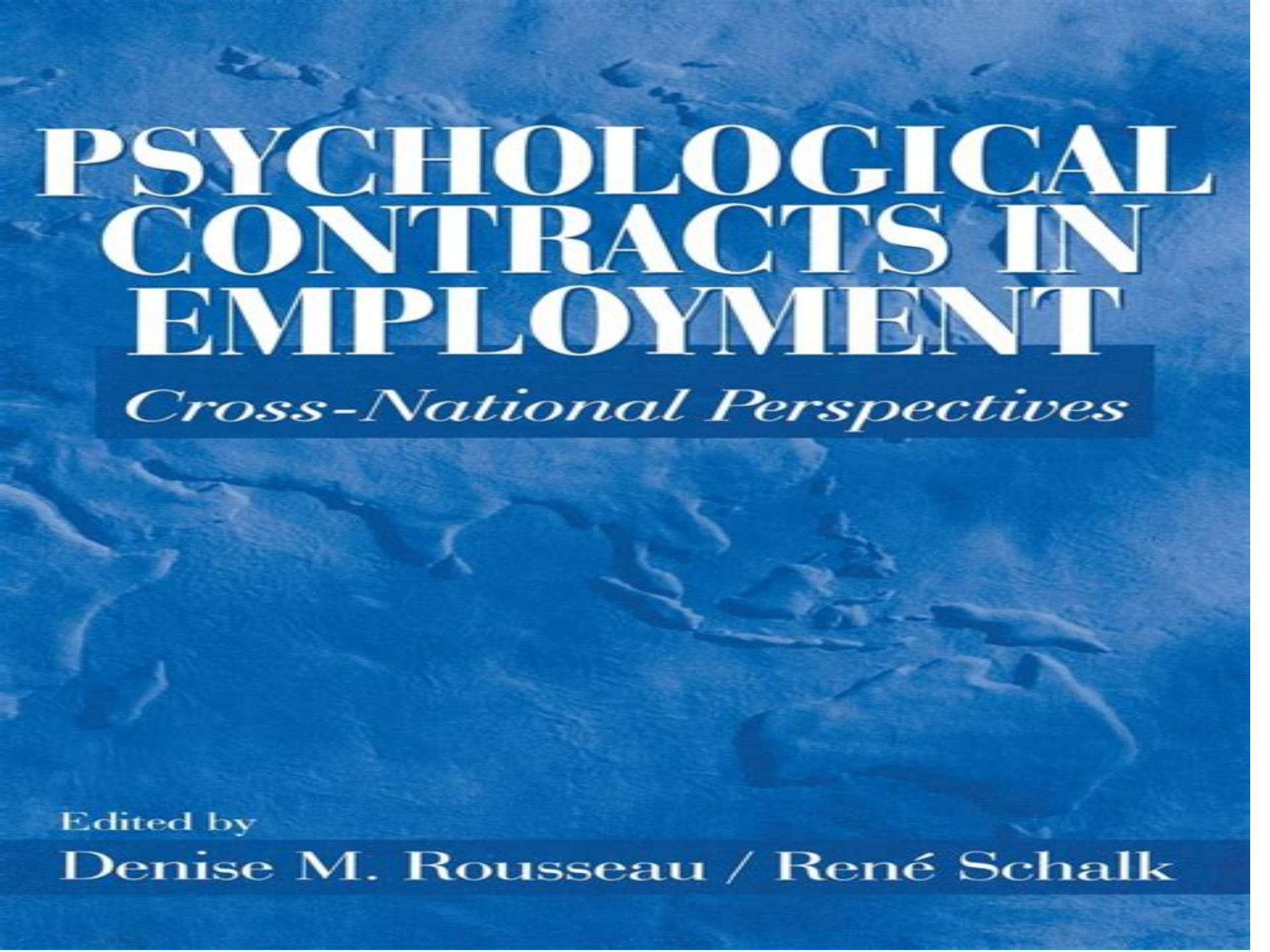




PSYCHOLOGICAL CONTRACTS IN EMPLOYMENT

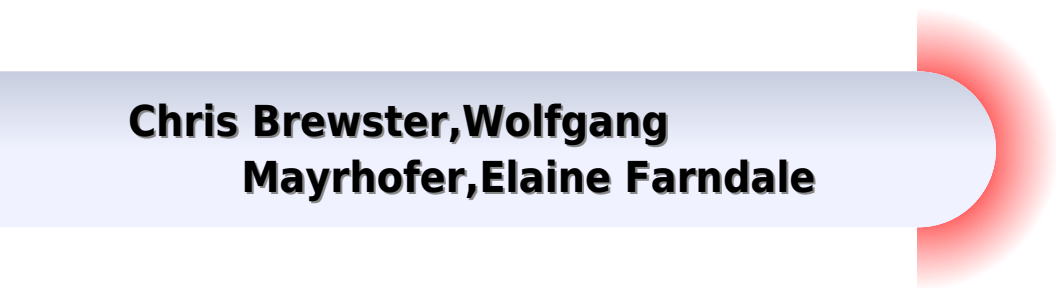
Cross-National Perspectives

Edited by

Denise M. Rousseau / René Schalk

Psychological Contracts In Employment Cross National Perspectives

**Chris Brewster, Wolfgang
Mayrhofer, Elaine Farndale**



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

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 Copernicus tussen de regels door. De cultuur en de verwachtingen van het federale overheidspersoneel , **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 **Out of the Shadows** Michel Syrett, 2007-03-14 Over half of all people working on behalf of any given organization are typically not their own employees Some are freelance contractors working in their own right A significant proportion is employed to provide these services by another firm under agency or outsourcing service agreements The services they perform under these agreements are often vital in supporting the organization's customer relationships reputation and brand identity Yet remarkably little attention has been paid to how these non employees are managed motivated and meaningfully engaged Management protocol generally sees them as outside the organization's remit or control The law paints them as victims This ground breaking book challenges both these assumptions Through a combination of pioneering legal analysis and rigorous case study research it demonstrates that non employees are often the organization's most important hidden resource Patricia Leighton and her collaborators highlight the limited good practice that is available based on examples in large corporations public sector organizations and smaller firms in a variety of countries More importantly she clearly sets out the issues and imperatives employers should address supported by new management concepts and models of effective practice developed

specifically for the book Far from being victims she argues non employees often choose flexible working patterns for their own intrinsic ends and have ambitions career aspirations and workplace needs that can be responded to and exploited by forward looking employers Looking at the role they now play these people are no longer marginal atypical or peripheral as they are still termed and regarded by both legal and management practitioners They are however still in the shadows in terms of the literature available on how best to develop and motivate them This book aims to rectify this *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

Theoretical Orientations and Practical Applications of Psychological Ownership Chantal Olckers,Llewellyn van Zyl,Leoni van der Vaart,2017-11-27 This book shares the theoretical advancements that have been made regarding psychological ownership since the development of the construct and specifically the practical applications within multi cultural and cross cultural environments Enriched by empirical data and case studies by subject specialists in the field this book serves as a cutting edge benchmark for human resource management specialists industrial psychologists as well as students in positive organizational psychology and professionals in other fields This book follows an in depth view of the most recent research trends in psychological ownership Offering practical tools of how the psychological ownership of employees could be developed in the workplace to not only enhance the performance of organisations but to increase the commitment of employees and influence the intentions of skilled employees to remain with their organisations Career Imprints Monica C. Higgins,2005-05-13 Based on her research of 800 biotechnology companies and 3 200 biotechnology executives Harvard Business School professor Monica Higgins discovered that one firm Baxter was the breeding ground for today s most successful biotechnology ventures This phenomena of one organization spawning an industry has also been seen in the high tech Hewlett Packard and semiconductor industries Fairchild However until now there has been no suitable explanation of why and how these organizations were able to create the next generation of industry leaders Career Imprints shows why Baxter was so successful in spawning senior executives and offers an understanding of what it takes for an organization to produce leaders that will dominate an industry for years to come In this important book Higgins shows that an organization s career imprint³ 4the result of company systems structure strategy and culture³ 4that employees take with them throughout their careers is the key to creating great leaders By understanding these factors staff human resource executives and CEOs can analyze their

own organization's career imprint and develop leaders

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