

Managing The Psychological Contract Using The Personal Deal To Increase Performance By Michael Wellin 2007 02 28

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Employment Contracts, Psychological Contracts, and Employee Well-Being - David E. Guest 2010-07-22

The book covers seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, and the UK, as well as Israel as a comparator outside Europe. Data was collected from over 5,000 workers in over 200 organizations, and from both permanent and temporary workers, as well as from employers. --

EBOOK: The Psychological Contract: Managing and Developing Professional Groups - Christeen George 2009-10-16

What is the psychological contract? How do the psychological contracts of professional workers change over time? Do professional workers feel more committed to their profession or to their employing organization? Can psychological contracts be 'managed'? These are some of the key questions addressed by this book in its examination of the role played by the psychological contract in the

developing careers of professional workers. 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. Beginning with an introduction of the history and concept of the psychological contract, the book provides an overview of the major areas of research. However it goes beyond a simple description to focus on the careers of professional workers, from factors influencing the entrance into a profession, to the process of developing professional identities and career progression. The developing professional career may involve a progression to managerial responsibilities which can lead to organizational conflict. The book offers insights into the influence of the psychological

contract when it comes to critical career decisions, including a discussion of the consequences of psychological contract violation. Finally the role of HR is examined with reference to the 'management' of the psychological contract and the retention of key professional workers within organizations. The book is key reading for all psychology students, especially those specializing in occupational, organizational, work and business psychology. It will also be of interest to HR students and HR professionals, business students and health professionals.

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.

Encyclopedia of Human Resources Information Systems: Challenges in e-

HRM - Torres-Coronas, Teresa 2008-07-31

Analyzes key critical HR variables and defines previously undiscovered issues in the HR field.

Occupational Outlook Handbook - United States. Bureau of Labor Statistics 1976

Evaluating International Public Health Issues - Mbuso Precious Mabuza 2019-09-03

This book makes an original contribution in addressing contemporary critical discussions and reflections on international health policies, strategies, programmes, systems, diseases, disasters, and public health issues. It includes reflections on how levels of governance, development and technical assistance affect countries' disaster readiness and health systems. In addressing inequalities between the rich and the poor, and unpacking how this affects public health services, policies, strategies and their collective implementation, the book aspires to improve standards of

public health and quality of life for sustainable development globally. It provides a comprehensive overview of international health policies and aid structures, and pays particularly close attention to policies on HIV/AIDS in the workplace, discussing how HIV/AIDS has overshadowed non-communicable diseases (NCDs) such as hypertension and stroke, which are on the rise. This book will be of great benefit to students and researchers, as well as policymakers in governmental and non-governmental organisations, who have an interest in achieving greater sustainability and improved health for populations in low-, middle- and high-income countries. It will be an indispensable book for students in Public Health programmes, and related courses.

Managing the Psychological

Contract - Michael Wellin

2016-05-13

The psychological contract lies at the heart of your relationship with the organisation you work for. It is

the deal you make with your employer and colleagues at work; it is about your mutual expectations and their fulfilment. Too often this contract is implicit and left to chance, resulting in misunderstanding, stress, lower commitment and performance. The author demonstrates how to use the psychological contract to raise the business game and increase personal fulfilment. *Managing the Psychological Contract* is the first book which shows how the psychological contract can be used in practice. In it Michael Wellin advocates going beyond the traditional static view of the psychological contract between the organisation and its employees. He shows how to create unique and dynamic customised Personal Deals between people and teams. He does this by showing how to make personal deals explicit and mutual, and provides practical tips for leaders, employees and HR professionals. Separate chapters are devoted to

leadership, culture change and strategic HR management. There is also a chapter of practical ideas for individuals who want to change their personal deal at work. The author's ideas are based on his own research and consultancy experience as well as the latest business school research. The book has a number of case studies showing how different organisations use the psychological contract. This is an important and extremely readable book for all those concerned with the improved performance of people and organisations.

Contemporary Themes in Strategic People Management - David Hall 2017-09-16

Examines core contemporary topics in HRM using case studies to highlight theory and provide students with a business context within which to understand the topic. Questions help students to critically evaluate the material and reflect on alternative approaches. Ideal for undergraduate, postgraduate and MBA students.

Work-Family Triangle Synchronization - Anat Garti 2022-09-19

"I need to check with my wife" is a common response of an employee to his manager, emphasizing the tug of war between the employee's spouse and the workplace. The challenges in the fields of work and family have been the focus of researchers for decades. Frameworks for work-family conflict, work-family enrichment, and work-family balance have been put forth in light of the complexity of the interface. Yet the relationship between the three stakeholders managing the interface (manager, employee, and spouse), has not received the attention it deserves. *Work-Family Triangle Synchronization* takes a holistic look into the triangle of forces involved in the conflict: the manager, the employee, and the employee's spouse at home. Using the therapeutic triangle relationship framework, it elaborates on the dynamic of work-family triangles and offers a

structured process for designing a psychological contract among the three players. This process is termed work-family triangle synchronization (WFTS). Based on the authors' 20 years of academic research and field experience in the organizational and family domains this book introduces a novel synchronization model, methodology, and compelling tools. Personal anecdotes and stories make the text accessible and understandable, accompanying the reader step by step in the task of developing a synchronized work-family triangle psychological contract, as both a diagnostic and a management tool.

Revitalize Your Corporate Culture - Franklin C. Ashby, Ph.D. 2012-08-21

Adapt or die—this is the simple choice that business has always faced. Here's a valuable guide to the how's, what's, when's, and why's of that choice.

'Revitalize Your Corporate Culture' will help you to:

*Diagnose your company's

culture *Understand the features of a positive corporate culture *Design a strategy for an effective culture change *Gain the full support of staff to implement a new, positive culture *Maintain the momentum after the new corporate culture plan is in place *Shared values and unwritten rules (your company's culture) can profoundly enhance—or destroy—economic success.

This book supplies all the steps necessary to increase productivity, make your organization more cost effective, and help you change your organization into a more dynamic, innovative, and collaborative organization.

Whether you are a senior executive or a middle-level manager, this book gives you techniques that will motivate, encourage, and prepare your staff to meet the challenges of the 21st century.

Get a Life, Not a Job - Paula Caligiuri PhD 2010-03-05

You can design your own career, so you love what you do! You only have one life: why

settle for anything less?
Whether you're an entrepreneur or working within a company, *Get a Life, Not a Job* shows how you can make it happen for yourself. You'll learn how to move towards a fulfilling career that offers greater work-life balance, financial security, and personal control over your future -- and more sheer pleasure and inspiration from the work you do. You'll learn how to allocate more time to roles you enjoy, and shed roles you can't stand... identify career choices you'll be passionate about, and build your skills and abilities to match them... improve your career without leaving your employer, and make your position more resistant to downsizing... define a mix of several stimulating and liberating wealth-building activities that keep your life engaged and balanced... keep personal relationships healthy while you pursue work you'll love. This book doesn't just teach you powerful career techniques: it profiles people in all walks of life who've used

these them to build truly inspiring careers. With greater workplace uncertainty than ever, you can no longer afford to let anyone else control your destiny — or to maintain outdated “psychological contracts” with your employer. You need to take control of your own career and future. With this book's help, you can do just that — and make work more fulfilling than you ever dreamt possible.

Human Resource Management in Sport and Recreation - P. Chelladurai 2006

The second edition of this ground-breaking text continues to guide students toward a greater understanding of human resource management in the sport and recreation environment. *Human Resource Management in Sport and Recreation, Second Edition*, provides future practitioners with a solid foundation in research and application of human resource management for success in the sport industry. With more than 30 years of experience in management of human

resources, Dr. Packianathan Chelladurai provides an understanding of the dynamics of human resources and management, bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations: paid professional workers, volunteers, and the clients themselves. Dr. Chelladurai goes on to match managerial processes with individual differences among those three groups. Human Resource Management in Sport and Recreation, Second Edition, merges the fields of human resource management and the sport industry in an easy-to-read manner. Its updated references, examples, and studies reflect the increased growth, interest, and complexity in human resource management in sport in recent years. This new edition places a greater emphasis on managerial competencies, the strategic importance of human resource management, and the implications of organizational

justice. There is also a new chapter on internal marketing, a concept that has not been addressed adequately in a sport context but deserves attention as sport and recreation organizations better understand the importance of human resource management. This new chapter details the potential impact of internal marketing and outlines its uses. Student comprehension is aided by several special elements, including "Viewpoint" sidebars providing quotes and findings from experts and researchers, "Review" sidebars highlighting key points, and practical sidebars detailing applications of research or problems that practitioners must be aware of. The book also includes learning objectives, summaries, key terms, and end-of-chapter activities. Part I outlines the unique and common characteristics of the three groups in human resources. Part II focuses on differences among people and how the differences affect behavior in sport and recreation

organizations. This part covers human resource issues related to abilities, personality, values, and motivation among the three sets. Part III explores significant organizational processes in the management of human resources. Included are chapters on organizational justice, job design, staffing and career considerations, leadership, performance appraisal, reward systems, and internal marketing. Finally, part IV discusses two significant outcomes expected of human resource practices: satisfaction and commitment. Human Resource Management in Sport and Recreation, Second Edition, will guide students' understanding of key concepts in human resources in the sport and recreation industry. In doing so, it will prepare them for a career in that industry.

21st Century Management: A Reference Handbook - Charles Wankel 2008
Ordered as part of a set on ID 7574134.

Redefining the Psychological Contract in

the Digital Era - Melinde Coetzee 2021-03-18

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 2012

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.

Towards the Next Orbit - Subir Verma 2011-01-11

The global meltdown, the concomitant demise of legendary corporate behemoths, and the challenge of competing in a world marked by unprecedented complexities, volatility, discontinuities, and ambiguities, have pushed discussions on survival and excellence to the forefront. Towards the Next Orbit: A Corporate Odyssey brings forth ideas, experiences, studies, insights, and suggestions from renowned theoreticians and practitioners towards changing and succeeding in a new world. The first part of the book comprises rich conceptual

papers and research-based empirical papers written primarily by thought leaders from all over the world. The second part comprises dialogs with persons who are well known in the business landscape as "change masters." The chapters discuss cutting-edge ideas in the areas of corporate behavior, positioning, growth, leadership, employee relations, and so on. Together, the articles and interviews will help readers develop perspective, cognitive framework, behavioral repertoire, and portfolio of practices for making the transition from simply functioning to achieving excellence.

Handbook of Research on Human Factors in Contemporary Workforce Development - Christiansen, Bryan 2017-03-24

The development of any organization is deeply connected with the influences of its employees. By implementing new competencies in the workforce,

both the employees and the business overall can thrive. The Handbook of Research on Human Factors in Contemporary Workforce Development is a pivotal source for the latest scholarly perspectives on social aspects and employee influences on modern business environments. Including a range of topics such as gender diversity, performance appraisal, and job satisfaction, this publication is an ideal reference for academics, professionals, students, and practitioners seeking content on optimizing development in contemporary organizations.

The Employee Experience - Tracy Maylett 2017-01-30

Ever notice how companies with the best service also have the happiest employees? That's no accident. Do you want to build a strong, successful organization? Start by ignoring your customers. Really. Instead, focus first on creating a better employee experience, or EX. Your employees interact with customers, make them smile, and carry your brand

message from the warehouse to the front lines. If your employees are having a great experience, so will your customers. In *The Employee Experience*, employee engagement pioneers Tracy Maylett and Matthew Wride reveal the secrets not only to attracting and retaining top talent, but to building a deeply engaged workforce—the foundation of organizational success. With deep insights into the dynamics of trust and mutual expectations, this book shows that before you can deliver a transcendent customer experience (CX), you must first build a superlative EX. With real-world examples and more than 24 million employee survey responses, Maylett and Wride reveal a clear, consistent pattern among the world's most successful organizations. By establishing a clear set of expectations and promises—collectively known as the Contract—and upholding it consistently, employers can build the trust that leads to powerful engagement. Whether

in business, healthcare, education, sports, or nonprofit, these organizations are consistently more successful and more profitable, enjoy sustainable growth, and win the battle to keep today's rarest resource: talented people. Blending rigorous research, detailed case studies, in-depth interviews and expert insights, *The Employee Experience* will teach you to: Make the employee experience a core part of your strategy Understand employee expectations and bridge the "Expectation Gap" Establish rock-solid Brand, Transactional, and Psychological Contracts that breed trust and confidence Build an employee-employer partnership in creating something extraordinary Turn employee engagement into fuel for customer satisfaction, profit, and growth Attracting talent, retaining top performers, and creating an environment in which employees choose to engage drives results. *The Employee Experience* shows you where

truly extraordinary organizations begin...and how to build one. TRACY MAYLETT, Ed.D, SPHR, SHRM-SCP, is the CEO of DecisionWise, where he currently advises leaders across the globe in leadership, change, and employee engagement. Maylett holds a doctorate from Pepperdine University and an MBA from BYU. He is a recognized author, and teaches in the Marriott School of Management at Brigham Young University. MATTHEW WRIDE, JD, PHR, is the COO of DecisionWise. With an extensive business background, Wride brings a fresh approach to organization development and leadership consulting. He is passionate about helping leaders create winning employee experiences. Wride holds a JD from Willamette University and a master's degree from the University of Washington. For over two decades, DecisionWise has advised organizations and leaders in more than seventy countries on leadership, assessment, talent,

organization development, and the employee experience. Visit us online at www.decision-wise.com.

Total Quality in Managing Human Resources - Joe Petrick
2017-10-06

Human resource management is a particularly challenging role, both domestically and globally. This challenge can be viewed either as an opportunity or as a threat. As an opportunity, the principles and practices of total quality presented in this book can help human resource professionals or anyone who manages people, transform institutionalized mediocrity into organizational excellence. The focus of this book is on managing the difference TQ makes in human resources. Whereas the traditional nature and scope of responsibility for most human resource professionals has been that of staff support geared to administrative compliance, the total quality approach offered here reveals the keys to developing and sustaining commitment to world-class

performance. These keys include strategic input and continual improvement of the human resource system to enhance internal and external customer satisfaction both now and in the future. The full meaning of these new TQ role demands is explored in light of the driving forces reshaping the HR environment into the 21st Century. In addition, this book offers practitioner assessment instruments, practical TQ tools, and specific implementation steps to take in order to make the TQ difference in managing human resources domestically and globally.

Organizational Behavior Challenges in the Tourism

Industry - Aydin, ?ule
2019-12-27

Improving positive and reducing negative organizational behaviors in businesses are important in terms of organizational success as this will lead to an increase in employee organizational commitment and job satisfaction. Considering that the tourism industry has such a

dynamic structure, it is obvious that behavioral issues in the industry need to be scrutinized.

Organizational Behavior Challenges in the Tourism Industry is a collection of innovative research that aims to explore relevant theoretical frameworks in terms of organizational behavior issues and provides the opportunity for tourism organizations to understand their employees' behavior. While highlighting topics including emotional labor, deviant behavior, and organizational cynicism, this book is ideally designed for hotel managers, tour directors, restaurateurs, travel agents, business managers, professionals, researchers, academicians, and students.

The Management of Careers - Peter Herriot 1997-03

This special issue addresses such concerns as the loss of employment security and promotion prospects and their effects, primarily from the organization's perspective.

The SAGE Handbook of Organizational Behavior - Julian Barling 2008-07-24

This milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior. Focusing on core micro organizational behaviour issues, chapters cover key themes such as individual and group behaviour. The SAGE Handbook of Organizational Behavior Volume One provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indispensable road map to the subject area. The SAGE Handbook of Organizational Behavior Volume Two edited by Stewart R Clegg and Cary L Cooper draws together contributions from leading macro organizational behaviour scholars.

Core Management for HR Students and Practitioners -

Peter Winfield 2007-06-01
This is the second edition of the successful text published in 2000. The text continues to include self- assessment exercises, exam question, further reading and research

and uses short case studies and articles to relate theory to practice. The new edition is completely up-dated with more extracts from Personnel Today and linked in to a website provided by the authors. The book provides excellent coverage of the CIPD syllabus for three core areas of the CIPD syllabus, Managing People, Managing Activities and Managing a business context. New end of chapter website links are included.

Human Resources Management: Concepts, Methodologies, Tools, and Applications - Management Association, Information Resources 2012-05-31

Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals. But, effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative

compliance. Human Resources Management: Concepts, Methodologies, Tools, and Applications compiles the most sought after case studies, architectures, frameworks, methodologies, and research related to human resources management. Including over 100 chapters from professional, this three-volume collection presents an in-depth analysis on the fundamental aspects, tools and technologies, methods and design, applications, managerial impact, social/behavioral perspectives, critical issues, and emerging trends in the field, touching on effective and ineffective management practices when it comes to human resources. This multi-volume work is vital and highly accessible across the hybrid domain of business and management, essential for any library collection.

Engineering Education and Management - Liangchi Zhang
2011-11-25

This is the proceedings of the selected papers presented at 2011 International Conference

on Engineering Education and Management (ICEEM2011) held in Guangzhou, China, during November 18-20, 2011. ICEEM2011 is one of the most important conferences in the field of Engineering Education and Management and is co-organized by Guangzhou University, The University of New South Wales, Zhejiang University and Xi'an Jiaotong University. The conference aims to provide a high-level international forum for scientists, engineers, and students to present their new advances and research results in the field of Engineering Education and Management. This volume comprises 122 papers selected from over 400 papers originally submitted by universities and industrial concerns all over the world. The papers specifically cover the topics of Management Science and Engineering, Engineering Education and Training, Project/Engineering Management, and Other related topics. All of the papers were peer-reviewed by selected experts. The papers have been

selected for this volume because of their quality and their relevancy to the topic. This volume will provide readers with a broad overview of the latest advances in the field of Engineering Education and Management. It will also constitute a valuable reference work for researchers in the fields of Engineering Education and Management.

International Human Resources Management -

Carolina Machado 2015-03-07

This book covers the issues related to human resource management (HRM) in an international context. It gives perspectives and future direction in International HRM research. The chapters explore the models, tools and processes used by international organizations in order to assist international managers to better face the challenges and changes in HRM. It is suitable to HR managers, engineers, entrepreneurs, practitioners, academics and researchers in the field.

Understanding Organizational Behavior -

Chris 1923- Argyris 2021-09-09
This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it. This work is in the public domain in the United States of America, and possibly other nations. Within the United States, you may freely copy and distribute this work, as no entity (individual or corporate) has a copyright on the body of the work. Scholars believe, and we concur, that this work is important enough to be preserved, reproduced, and made generally available to the public. To ensure a quality reading experience, this work has been proofread and republished using a format that seamlessly blends the original graphical elements with text in an easy-to-read typeface. We appreciate your support of the preservation process, and thank you for being an important part of keeping this knowledge alive and relevant.
Managing the Psychological Contract - Michael Wellin 2007
This is the first book which

shows how the psychological contract can be used in practice. Michael Wellin reinterprets the psychological contract as something very tangible that exists between people at work and indicates how it can be used to increase business performance, improve employee commitment, and enable employees to realise their potential. Throughout the book, the author combines the latest organisation behaviour research findings, including those on the psychological contract, with his own and colleagues' experiences, to provide an important and extremely readable book for human resource specialists and all those concerned with the performance of their organisation and its people.

Psychological Contracts in Organizations - Denise

Rousseau 1995-05-18

The organizational, social and psychological meanings of contracts, both written and unwritten, are the focus of this volume. The author addresses a number of important topics including contract making,

interpretation of contracts, contract violations, strategies for changing contracts and contracts evolving from circumstances relevant to the 1990s. In addition, a thought-provoking discussion of how contracts are linked to an organization's strategy and its human resource practices is included. The book concludes with an assessment of societal trends that point to large scale changes in future employment contracts.

Leadership Through A Screen - Joseph Brady 2019-04-04

The book defines and helps provide key solutions for some of the greatest leadership challenges facing global managers today. *Leadership Through the Screen* is a business leadership guidebook that tells a story. Written in an easy-to-read manner, each chapter highlights a single issue through the eyes of a fictional VP of marketing. The authors have done the research and included it in these pages so that business leaders do not have to. This book is meant to serve as a map to help modern

managers weave their way through many of the fundamental challenges of leading people in a global and virtual realm. It provides the tools, knowledge, and potential solutions these leaders can use to forge successful and productive virtual teams.

Exploring Management -

John R. Schermerhorn, Jr.
2020-12-22

Exploring Management, 7th Edition supports teaching and learning of core management concepts by presenting material in a straightforward, conversational style with a strong emphasis on application. With a focus on currency, high-interest examples and pedagogy that encourages critical thinking and personal reflection, Exploring Management, 7th Edition is the perfect balance between what students need and what instructors want. Organized by study objectives and broken up into more manageable sections of material, the Seventh Edition supports better student comprehension and mastery of

concepts. And features like skill builders, active learning activities, and team projects give students frequent opportunities to apply management concepts. Class activities provide opportunities for discussion and debate.

Students can build solid management skills with self-assessments, class exercises, and team projects.

Psychological Contracts in Employment -

Denise Rousseau 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.

Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information - de

Juana-Espinosa, Susana
2011-11-30

Businesses worldwide are faced with major challenges related to the progressive (and many times unavoidable) incorporation of information technologies into their processes. Often, organizations don't suitably react to the new requirements of these technologies, resulting in outdated policies, practices, and strategies. Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information is a reference for both practitioners

and academics that demonstrates how to implement e-management and competency models in companies. This book offers perspectives on the impact of integrated e-human resource policies and provides recommendations for addressing the shift from traditional human resource policies to new perspectives. People Management and Performance - John Purcell
2008-09-03

Do human resource management practices actually work? This timely and engaging volume examines the links between people management practices and organizational performance. Focusing on the implementation and impact of HR strategies, the book puts forward a model, which draws attention to: The importance of the culture and values of the organization The needs of professional knowledge workers The links between human resources and performance People Management and Performance

takes a critical view of how and why HR practices have had a positive impact on a range of organizations and also considers the implications for theory and practice.

Incorporating case studies from well known organizations, such as Nationwide and Selfridges, this book will be of interest to graduate students of HRM and business and management, as well as practitioners working in the field.

Augmenting Employee Trust and Cooperation - Andrei O. J. Kwok 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.

Understanding Psychological Contracts at Work - Neil Conway 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. [Handbook of Research on the Psychological Contract at Work](#) - Yannick Griep 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. [Redefining the Psychological Contract in the Digital Era](#) - Melinde Coetzee 2022-02-20 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 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.

Negotiating for Success: Essential Strategies and Skills

- George J. Siedel

2014-10-04

We all negotiate on a daily basis. We negotiate with our spouses, children, parents, and friends. We negotiate when we rent an apartment, buy a car, purchase a house, and apply for a job. Your ability to negotiate might even be the most important factor in your career advancement.

Negotiation is also the key to business success. No organization can survive without contracts that produce profits. At a strategic level, businesses are concerned with value creation and achieving competitive advantage. But the success of high-level business strategies depends on contracts made with suppliers, customers, and other stakeholders. Contracting capability—the ability to negotiate and perform successful contracts—is the most important function in any organization. This book is designed to help you achieve success in your personal

negotiations and in your business transactions. The book is unique in two ways. First, the book not only covers negotiation concepts, but also provides practical actions you can take in future negotiations. This includes a Negotiation Planning Checklist and a completed example of the checklist for your use in future negotiations. The book also includes (1) a tool you can use to assess your negotiation style; (2) examples of “decision trees,” which are useful in calculating your alternatives if your negotiation is unsuccessful; (3) a three-part strategy for increasing your power during negotiations; (4) a practical plan for analyzing your negotiations based on your reservation price, stretch goal, most-likely target, and zone of potential agreement; (5) clear guidelines on ethical standards that apply to negotiations; (6) factors to consider when deciding whether you should negotiate through an agent; (7) psychological tools you can use in negotiations—and traps to

avoid when the other side uses them; (8) key elements of contract law that arise during negotiations; and (9) a checklist of factors to use when you evaluate your performance as a negotiator. Second, the book is unique in its holistic approach to the negotiation process. Other books often focus narrowly either on negotiation or on contract law. Furthermore, the books on negotiation tend to focus on what happens at the bargaining table without addressing the performance of an agreement. These books make the mistaken assumption that success is determined by evaluating the negotiation rather than evaluating performance of the agreement. Similarly, the books on contract law tend to focus on the legal requirements for a contract to be valid, thus giving short shrift to the negotiation process that precedes the contract and to the performance that follows. In the real world, the contracting process is not divided into independent phases. What

happens during a negotiation has a profound impact on the contract and on the performance that follows. The contract's legal content should reflect the realities of what happened at the bargaining table and the performance that is to follow. This book, in contrast to others, covers the entire negotiation process in chronological order beginning with your decision to negotiate and continuing through the evaluation of your performance as a negotiator. A business executive in one of the negotiation seminars the author teaches as a University of Michigan professor summarized negotiation as follows: "Life is negotiation!" No one ever stated it better. As a mother with young children and as a company leader, the executive realized that negotiations are pervasive in our personal and business lives. With its emphasis on practical action, and with its chronological, holistic approach, this book provides a roadmap you can use when navigating through your life as

a negotiator.