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The psychological contract as a management tool was seen as a means of individualizing the employment relationship and, by making implicit beliefs explicit, it was felt that the psychological contract could be relatively easily controlled and managed. The

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psychological contract appears to be used by many organizations.

Managing the Psychological Contract - Oxford Scholarship

CHAPTER ONE: INTRODUCTION 1.1 Background The

psychological contract is a widely researched issue that has affected many business organizations. And this is a challenge that many employees and their organizations face in trying to keep up the pace with a constantly changing business environment. Most of the pressures that business organizations face constantly has come [...]

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The importance of managing the psychological contract Fulfilment of TPC from employers has been proven to result in reciprocation

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From employees, leading to positive organisational attitudes, affective commitment (Tekleab & Taylor, 2000) and reduced turnover intention (Montes & Zweig, 2009), which lowers an organisations recruitment and training costs, therefore it increases its efficiency (Wilton, 2013).

Managing The Psychological Contract Essay

The psychological contract is a dynamic concept that can be applied to understand varying employer-worker relationships. Yet, patterns and trends can be observed over time. For many years the traditional psychological contract focused on the promise of job security.

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20+ Managing The Psychological Contract Using The Personal ... The Psychological Contract is fascinating for many reasons because it offers so many different perspectives. It's not a tool or a process. The Psychological Contract is a model and a philosophy which can guide us in the way we structure and manage organizations, and deal with employees within them.

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Unlike a formal, codified employee contract, a psychological contract is an unwritten set of expectations between the employee and the employer. It includes informal arrangements, mutual beliefs, common ground and perceptions between the two parties. Communication is a Key Element

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