

Managing the Psychological Contract

Using the Personal Deal to Increase Business Performance



Managing The Psychological Contract Using The Personal Deal To Increase Performance

Caroline Talbott



Managing The Psychological Contract Using The Personal Deal To Increase Performance:

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.

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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 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 Voluntary Organizations and Public Service Delivery Ian Cunningham, Philip James, 2012-05-23 Voluntary Organizations and Public Sector Delivery examines how aspects of voluntary sector employment are affected by its engagement with the growing trend to the market based outsourcing in the delivery of public services within industrialized countries The volume draws together a team of well recognized academic contributors from the UK Canada Australia and the United States to explore how the process of outsourcing is impacting the internal and external labor markets of voluntary organizations and the implications for the policy objectives underlying the externalization of the delivery of public services to them These themes of change in employment are covered in depth in the UK with dedicated chapters exploring workforce patterns and skill needs HR policies and practices recruitment and selection graduate recruitment unionization pay and conditions and psychological contracts in organizations The book also contains a significant international comparative dimension with individual chapter analysis of employment issues in Australia Canada and the United States as well as an Anglo German comparison **Contemporary Themes in Strategic People Management** David Hall, Stephen Pilbeam, Marjorie Corbridge, 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 **Essential Career Transition Coaching Skills** Caroline Talbott, 2013-06-19 Career moves even positive ones can be disruptive for the individual and the psychological impact of changing roles or careers is often underestimated Career transition coaching is a relatively new field but one that

is highly relevant in the modern world In **Essential Career Transition Coaching Skills** Caroline Talbott explores the most effective career transition coaching techniques and explains the psychology behind them Looking at both self motivated and enforced career changes the book pays particular attention to the psychological processes experienced by the client so that the coach can understand and anticipate their reactions and help them make the most successful career moves It covers general skills tools and techniques that can be applied to any career transition as well as more specific examples such as moving from management into leadership aspiring business owners and career changers Case studies illustrating the methods of experienced coaches and step by step guides to coaching techniques are also included Ideal for those already experienced in general coaching and looking to specialise as well as anyone whose job requires coaching skills such as managers and HR professionals this timely book provides a comprehensive guide to the whole transition cycle from choosing a career direction or change to making a move and adapting successfully

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

Cultural Differences and Improving Performance Mr Bryan Hopkins,2012-09-28 One of the most significant and yet largely overlooked factors influencing performance and workplace problem solving in many large organizations is that of national culture Managers and the organizations for which they work need to be able to understand the influence of cultural values and beliefs on performance in order to identify appropriate solutions strategies appropriate in one part of the world may be ineffective or even counter productive in another Bryan Hopkins ground breaking book relates the concept of cultural dimensions as developed by writers such as Hofstede and Trompenaars to the performance engineering approaches of Gilbert and Mager and Pipe to show how strategies for solving workplace performance problems need to consider the cultural composition of the workforce It then provides a practical structure for problem solving within the context of an international multi cultural environment This is a book for both managers working in an international setting or for those in national organizations who are dealing with the challenge of culturally diverse workforces It s also a book for governments seeking to understand the potential implications of national culture on civilian or even military interventions

Management Techniques for Employee Engagement in Contemporary Organizations Sharma, Naman,Chaudhary, Narendra,Singh, Vinod Kumar,2019-02-15 This reference book is an IGI Global Core Reference for 2019 as it provides innovative research on employee engagement With the recent trend of businesses seeking solutions to increase employee engagement and retention this publication provides the latest trending research on improving businesses workflow and efficiency **Management Techniques for Employee Engagement in Contemporary Organizations** provides theoretical

frameworks and the latest empirical research findings on management strategies for the promotion adoption and implementation of work engagement policies The content within this publication examines gamification employee engagement and management techniques and is designed for academicians managers business professionals human resources officers policymakers and researchers *Handbook of Research on Human Resources Strategies for the New Millennial Workforce* Ordoñez de Pablos, Patricia,Tennyson, Robert D.,2016-11-17 This title is an IGI Global Core Reference for 2019 as it is one of the best selling reference books within the Business and Management subject area since 2016 This publication provides the timeliest research on human resources challenges and strategies in managing millennials within the workforce Containing over 20 chapters contributed by industry leading scholars in over 30 different countries including the United States United Kingdom Thailand and more this comprehensive reference source is ideal for managers professionals upper level students and researchers The Handbook of Research on Human Resources Strategies for the New Millennial Workforce is an authoritative reference source for the latest scholarly research on theoretical frameworks and applications for the management of millennials entering the professional realm Focusing on methods and practices to enhance organizational performance and culture this book is ideally designed for managers professionals upper level students and researchers in the fields of human resource and strategic management **Organizational Behavior Challenges in the Tourism Industry** Aydın, Şule,Dedeoglu, Bekir Bora,Çoban, Ömer,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 Human Side of Outsourcing Stephanie J. Morgan,2012-01-04 Outsourcing is now a strategic choice for many companies and a continuing issue for managers and consultants The transfer negotiation and ongoing management of outsourced contracts all demand a great deal of people management Yet while the implications for those directly affected may be numerous and wide ranging very little has been written on how to sensitively and successfully manage the transfer of such individuals along with the emotional needs of those left behind This book considers The Human Side of Outsourcing integrating theory and practice to offer state of the art advice for those responsible for implementation in the field along with insightful analysis for researchers and students of work psychology Examining problems and solutions from employee and employer perspectives Stephanie J Morgan provides an in depth study of the psychological theory

management practice and level and type of support required to engage staff and improve outcomes Real world case studies illustrate all the key issues involved along with their implications for HR line management organizational performance and employees themselves **Making the Connections** Bill Quirke, 2008 Bill Quirke demonstrates practically how businesses can use internal communication to achieve differentiation to improve their quality customer service and innovation and to manage change more effectively He describes the why the what and the how of internal communication why business needs better communication to achieve its objectives what internal communication needs to deliver to add value and how organizations need to manage their communication for best results **The Employer Brand** Ms Helen

Rosethorn, 2012-09-28 The culture an organisation cultivates as an employer is just as important to its success as the brand image of its products or services A culture that is at odds with the organisation's commercial activities is a very powerful signal to customers employees and other stakeholders it is a signal that will impact on the employers sales market reputation share value and their ability to attract and retain the kind of employees that they need In fact employer branding is a complex process that involves internal and external customers marketing and human resource professionals Helen Rosethorn's book puts the whole topic into context it explores some of the shortcomings of employer branding initiatives to date and provides a practical guide to the kind of strategy and techniques organisations need to embrace in order to make the most of their employer brand At the heart of the book is the concept of the strategic employee lifecycle and ways in which an organisation should engage with potential current and past employees The Employer Brand focuses on the experiences and perspectives of organisations that have applied employer brand practices It is a book about marketing and the relationship of customers and employees about culture and the need for fundamental change in the role of the human resources function about psychology and the changing aspirations of the next generation of employees and about hard nosed business and the tangible and intangible benefits of a successful employer branding strategy and how to realize them **The Language of**

Transition in Leadership Jakob van Wielink, Riet Fiddelaers-Jaspers, Leo Wilhelm, 2023-08-24 In this book the authors utilise their decades of experience in leadership and coaching for change to help leaders develop the necessary skills to lead people and organisations in transition Combining a scientific and practice based approach they show readers how to develop and maintain their own impactful leadership style while creating psychological safety in their teams Leadership that achieves sustainable results comes from connecting past present and future Describing leadership as a journey the book invites the reader to discover their calling and realise the importance of examining the roots of their leadership before thinking about its destination It gives leaders access to a new dimension of unprecedented growth and demonstrates the ways these lessons and skills can transform change into lasting transitions Accessible and written in a lively style The Language of Transition in Leadership is an important book for leaders and executives It will also be of interest to coaches organisational advisors management consultants students of leadership and those transitioning into the workforce *Handbook of Research on*

Human Factors in Contemporary Workforce Development Christiansen, Bryan, Chandan, Harish C., 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

Leadership Through A Screen Joseph Brady, Garry Prentice, 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

Gower Handbook of Internal Communication Mr Marc Wright, 2012-09-28 A comprehensive guide to managing communication within organisations the Handbook recognises Internal Communication's continued growth as a management discipline It is aimed at leaders who want insight into IC techniques for use in both day to day operational and change situations for example and also at the communication specialist seeking shared wisdom and new ideas

The Changing Faces of Employment Relations David Farnham, 2017-09-16 The old certainties and structures of employment relations no longer exist Compared with the golden age of labour in the mid twentieth century work and employment are more precarious employers are increasingly hostile to trade union negotiations and the share of wages in national income is falling Large scale employers in turn are using sophisticated people management techniques to motivate workers with person centred performance driven and reward based processes Drawing on a range of international data this comparative text demonstrates that whilst employment relations phenomena are nationally embedded international market forces are compelling employers to compete in product markets by reducing labour costs terms and conditions of employment and job security for their workforces In an age of transnational globalisation and free market national economic policies this textbook provides penetrating cross national cross disciplinary and theoretical analyses of the changing structures of employment relations around the world Key benefits Provides critical analyses of changing patterns of employment relations in the early twenty first century drawing upon global comparative and theoretical perspectives Examines the changing faces of the subject in terms of academic disciplines methodological underpinnings and institutional cultural and historic settings Integrates industrial relations literature with recent studies of the HRM paradigm

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