

Research Report

Employer Perceptions Of The Psychological

Pieter Matthijs Bal



Employer Perceptions Of The Psychological:

Psychological Experiences and Responses in the Global South Amidst and Ahead of the Covid-19 Pandemic Nelesh Dhanpat, Madelyn Geldenhuys, Shuan Ruggunan, The COVID 19 pandemic has led to increased strain and mental health problems due to changing working conditions. Given the existential nature of the pandemic, it remains crucial to establish employee effectiveness, resilience, and agility and to particularly understand the long-term psychological impact the pandemic might have on workplaces. It is essential to recognize how workplaces cope with work from home challenges and hybrid working beyond the crises. Building a narrative in our understanding of the psychological, cognitive, and physical experiences and responses of workplaces is critical. It provides the opportunity to help craft the way forward for organizations and 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.

Enhancing enterprise competitiveness Prashant Gupta, Rajesh Kumar Jain, Upinder Dhar, 2007 Papers presented at the Nirma International Conference on Management held at Ahmedabad during 5-7 January 2007. *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 **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 *The Psychology of the Recession on the Workplace* Cary L. Cooper,Alexander-Stamatios G. Antoniou,2013-01-01 Two deep human needs are to master the world and to feel safe and secure The Great Recession thwarted both needs for millions of people around the world Cooper and Antoniou s global team of scholars address the psychological economic social and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs Let us rise above the crisis and follow Aristotle s path to living well and faring well This book offers a plan for doing so James Campell Quick The University of Texas at Arlington US An economic recession can affect the aggregate well being of a population This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years In particular increasing job demands intrinsic job insecurity and increasingly inadequate salaries make substantial contributions to psychological distress family conflict and related behaviors The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders With employers and employees still facing a continued period of uncertainty a severe impact on employment relations is a continuing reality Given the difficult economic times many people are feeling the pressure to work harder This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management **Employer Perceptions of the Psychological Contract** David Guest,Neil Conway,2000-03

Addressing Gaps and Advancing Scholarship in the Study of Psychological Contracts Sarah Banks,Yannick

Griep,Samantha D. Hansen,2024-08-09 This book acknowledges the significant changes in the context and contours of the traditional employee employer relationship over the last several decades and highlights the emergence of exciting new directions for the study of psychological contracts PC New technologies and emergent forms of work are extending the temporal and spatial boundaries of employment such as through the rise of the shared economy and gig workers uptake of virtual work and flexible work arrangements and the use of off site co working spaces Technology use now permeates many aspects of jobs supported by artificial intelligence and machine learning technology Factors that motivate work are also changing as new generations of employees embrace their callings and organizations increasingly recognize their responsibilities to society and to employee wellbeing These changes are altering the traditional employer employee relationship and are key motivators of this volume The chapters in this volume chart new directions for PC research over the next decade by widening the theoretical and methodological lenses used to explore PC processes This book will be valuable to advanced students researchers and practitioners in organizational psychology organization studies workplace training and human resource management as well as those interested in improved performance of people and organizations The chapters in this book were originally published as a special issue of the European Journal of Work and Organizational Psychology

International Handbook of Entrepreneurship and HRM Rowena Barrett,Susan Mayson,2008-01-01 This highly original book focuses on human resource management issues in the context of entrepreneurial and small firms including original theoretical and empirical chapters the book offers a unique insight into understanding the role of HRM in developing sustainable entrepreneurship and entrepreneurial ventures as well as how HRM practices and procedures can be used to help navigate or indeed drive the changing landscape in smaller and entrepreneurial firms It is a useful resource for many small firms entrepreneurship and economic development researchers and also for policy makers and post graduate students interested in these areas It provides a starting point to consider a variety of issues with regard to HRM and in this regard it is an interesting and useful Handbook Qihai Huang International Journal of Entrepreneurial Behaviour Research This invaluable reference tool has been designed in response to the growing recognition that too little is known about the intersection between entrepreneurship and human resource management Paying particular attention to the people side of venture emergence and development it offers unique insights into the role that human resource management HRM plays in small and entrepreneurial firms A group of international scholars contribute theoretical and empirical chapters on specific HRM issues in the context of entrepreneurial and smaller firms The Handbook offers a new understanding of the role of HRM in developing sustainable entrepreneurship and describes how HRM practices and procedures can be used to help navigate and indeed drive the changing landscape in these firms Exploring the functional aspects and nature of managing HRM in new small growing emerging and entrepreneurial firms this fascinating Handbook will not only be warmly welcomed by HRM

students researchers and academics but also by HR practitioners and managers *The SAGE Handbook of Organizational Behavior* Julian Barling, Cary L Cooper, 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

Employment Contracts and Well-Being Among European Workers Nele De Cuyper, Kerstin Isaksson, 2017-05-15

Temporary employment contracts are now commonplace in business However the move towards such employment structures has a significant and hitherto little understood impact on the psychological contract between employee and organizations This book is amongst the first to tackle this problem With detailed research findings from seven countries Belgium Germany the Netherlands Spain Sweden the UK and for a non European perspective Israel it presents an integrated model of the effects of temporary work The model incorporates key recent trends including the expansion of non permanent employment as a persistent form of employment flexibility the increasing importance of the psychological contract and the diversity of the European labour market as a result of state legislation By presenting the results of an overview of the research literature on this contemporary labour market trend this book is of real value to researchers practitioners and policy makers **Work**

Across the Lifespan Boris Baltes, Cort W. Rudolph, Hannes Zacher, 2019-01-07 Work Across the Lifespan coalesces theoretical and empirical perspectives on aging and work This volume examines a collection of human development theories that explain trajectories of change including patterns of growth maintenance and decline across the adult lifespan At its core the lifespan perspective assumes a focus on aging as a continuous process of intraindividual change and goal based self regulation In this text the lifespan perspective serves as a lens for examining the complex relationship between aging and work Integrating research from the fields of developmental psychology as well as industrial work and organizational psychology this authoritative reference brings together the collective thinking of researchers who study work careers organizations and aging Summarizes key tenets of lifespan theories Applies lifespan theories to work organizational life and careers Examines age and work related processes Provides an comprehensive lifespan perspective on work and aging Focuses on aging as a continuous intraindividual change process **How Can HR Drive Growth?** George Saridakis, Cary L. Cooper CBE, 2013-01-01 The ten up to date research reviews that are presented in this book provide new insights into the HR academic literature The chapters provide clear lessons that can be learnt from along with strategies approaches and processes in which HR could be used by both practitioners and policy makers to drive growth The book shows how suitable strategy can increase workforce knowledge leadership skills entrepreneurial spirit organizational involvement safety and well

being and how HR can enhance performance within small and large private and public single site and multi site firms This book explores cross disciplinary human resources literature and up to date trends and directions relevant to academics research students policy makers the business world and other stakeholders *Mixed Methodology in Psychological Research* ,2007-01-01 Mixed Methodology is a new star in the social science sky More and more researchers are discontent with mono method concepts for their research projects They are trying new ways in combining or integrating different methods and methodological approaches There are two debates in this field the qualitative quantitative controversy and the one method multi method discourse This book discusses those controversies and tries to give some reasons and examples for overcoming mono method research in psychology We think the discussion of methodological topics should not be divided from specific research projects Only in the context of a concrete research question it makes sense to consider adequate research methods So the volume presents examples of mixed methodologies from different fields in psychology and education from psychiatry to organisational psychology from learning studies to media analysis The studies are grouped into four sections combining qualitative methods combining qualitative and quantitative methods access to individual experience by mixed methods and deeper understanding of findings by mixing methods The book is addressed to all students researchers and methodological interested people in social sciences and especially in psychology *Employer Branding for Competitive Advantage* Geeta Rana,Shivani Agarwal,Ravindra Sharma,2021-03-21 This book shows how to build and maintain a distinctive and credible employer brand and develop a set of relevant success metrics to help measure return on investment ROI Starting with the current interest in employer branding this book looks at the historical roots of brand management and the practical steps to achieve employer brand management success The book will review the pressures that have generated current interest in employer branding It goes on to look at the historical roots of brand management and the practical steps necessary to achieve employer brand management success The book includes the business case research positioning implementation management and measurement and case studies of big named employer brand stories This book will provide new insights into the field of employer branding and provide directions and tools for organizational brand building It will be beneficial for research scholars engineers practitioners and management students *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

Workplace Ostracism Cong Liu,Jie Ma,2021-01-04 Workplace mistreatment is a burgeoning topic of interest with the majority of workers having experienced it in some form This book explores workplace ostracism and its negative effects on employee and organizational outcomes such as employee attitudes behaviors and well being This edited volume defines workplace ostracism and examines how to differentiate ostracism from other type of workplace mistreatment such as workplace incivility and interpersonal conflict Among the questions it seeks to answer are 1 what are the individual relational and contextual factors that influence employees workplace ostracism experiences and 2 what constitutes ostracism in stigmatized populations such as international students immigrant workers and older workers Researchers in organizational behavior I O psychology and the sociology of work will find this book to be a valuable resource

Age and psychological contract breach in relation to work outcomes Pieter Matthijs Bal,2009

Breach of Psychological Contract : Employee Perspective Dr. Kainat Akhtar Usmani ,Dr. Farhina Sardar Khan ,2022-07-12

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

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Table of Contents Employer Perceptions Of The Psychologica

1. Understanding the eBook Employer Perceptions Of The Psychologica
 - The Rise of Digital Reading Employer Perceptions Of The Psychologica
 - Advantages of eBooks Over Traditional Books
2. Identifying Employer Perceptions Of The Psychologica
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Employer Perceptions Of The Psychologica
 - User-Friendly Interface
4. Exploring eBook Recommendations from Employer Perceptions Of The Psychologica
 - Personalized Recommendations
 - Employer Perceptions Of The Psychologica User Reviews and Ratings
 - Employer Perceptions Of The Psychologica and Bestseller Lists
5. Accessing Employer Perceptions Of The Psychologica Free and Paid eBooks
 - Employer Perceptions Of The Psychologica Public Domain eBooks
 - Employer Perceptions Of The Psychologica eBook Subscription Services

- Employer Perceptions Of The Psychologica Budget-Friendly Options
- 6. Navigating Employer Perceptions Of The Psychologica eBook Formats
 - ePub, PDF, MOBI, and More
 - Employer Perceptions Of The Psychologica Compatibility with Devices
 - Employer Perceptions Of The Psychologica Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Employer Perceptions Of The Psychologica
 - Highlighting and Note-Taking Employer Perceptions Of The Psychologica
 - Interactive Elements Employer Perceptions Of The Psychologica
- 8. Staying Engaged with Employer Perceptions Of The Psychologica
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Employer Perceptions Of The Psychologica
- 9. Balancing eBooks and Physical Books Employer Perceptions Of The Psychologica
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Employer Perceptions Of The Psychologica
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Employer Perceptions Of The Psychologica
 - Setting Reading Goals Employer Perceptions Of The Psychologica
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Employer Perceptions Of The Psychologica
 - Fact-Checking eBook Content of Employer Perceptions Of The Psychologica
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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