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Mis-managing the
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damages feelings of trust,

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motivation and employee engagement. Managing the psychological contract effectively increases feelings of loyalty, discretionary effort and a sense of well-being. It's well known that higher

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The psychological contract
as a management tool was
seen as a means of

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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 psychological contract

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appears to be used by many organizations.

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CHAPTER ONE: INTRODUCTION

1.1 Background The

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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

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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
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Fulfilment of TPC from employers has been proven to result in reciprocation from employees, leading to positive organisational attitudes, affective

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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).

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Managing The Psychological Contract Essay

The psychological contract is a dynamic concept that can be applied to understand varying employer-worker relationships. Yet, patterns

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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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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

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The Psychological Contract is fascinating for many reasons because it offers so many different perspectives.

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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

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employee and the employer. To

It includes informal arrangements, mutual beliefs, common ground and perceptions between the two parties. Communication is a Key Element

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