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and the

Psychological

Contract

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Cary Cooper

Charles Cox

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Organizations and the Psychological Contract Peter J. Makin, Cary L. Cooper, Charles Cox, 1996-01-01 Exploring the unwritten psychological contract of employment how people think they should be treated this is both a practical handbook for practicing managers and an important text for management 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

Managing and Organizations Stewart R Clegg, Martin Kornberger, Tyrone Pitsis, 2011-11-28 Electronic Inspection Copy available for instructors here Now in its Third Edition this unique and highly esteemed text goes from strength to strength continuing to offer seamless coverage of the essential topics of organizational behaviour a realist's guide to management capturing the complex life of organizations the paradoxical emotional insecure self confident responsible irresponsible and delivers the key themes and debates in an accessible way interactive instructive and fun learning aids and features both in the text and on the Companion Website an attractive easily navigable full colour text design a guide to further reading including hand selected journal articles many of which are available on the Companion Website As well as cutting edge content and features the Third Edition now includes clearer more concise exposition of all you need to know about organizations expanded coverage of public sector informal and non profit organizations additional discussion of international cultures revised case studies to cater for readers across the world at all levels of knowledge and experience a revisited Companion Website with longer case studies Over the last seven years more and more students and tutors have been won over by *Managing and Organizations* coverage wisdom and insight and this new edition is a yet more essential guide to negotiating and understanding the bustling and complex life of organizations Visit the Companion Website at www.sagepub.co.uk/managingandorganizations3 To watch

Tyrone Pitsis talk about the new edition of Managing and Organizations click here **Managing People and Organizations in Changing Contexts** Graeme Martin, 2016-03-31 Managing People and Organizations in Changing Contexts addresses the contemporary problems faced by managers in dealing with people organizations and change in a theoretically informed and practical way This textbook approaches people management from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour and human resource management This new edition considers new emerging organizational forms such as e-lancing and recent management concerns such as employee engagement de-professionalization and the growing challenges of social media Built around a chapter framework that connects different themes to managerial action and practices this textbook covers a wide range of topics including managing at the individual group and organizational levels change management managing creativity and innovation and corporate governance and corporate social responsibility There is an increased international flavour reflected in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors This text will be relevant to practising and aspiring managers studying people management organizational behaviour and change management **Fresh Perspectives: Managing People**, 2007 **Psychological Contracts in Organizations** Denise Rousseau, 1995-05-18 Recipient of the George Terry Book Award sponsored by the Academy of Management The incredible number of specific illustrations embedded in this text is a great asset The book will be a good read for a potentially wide academic audience of professors and students especially in psychology and business schools anybody interested in contracts in the nonlegal sense and for thinking managers and practitioners Psychological Contracts in Organizations will become a standard reference in the organizational sciences by 1997 Richard Guzzo University of Maryland College Park This unique book examines the organizational social and psychological meaning of contracts written and unwritten in organizations The author addresses a multitude of important topics including contract making interpretation of contracts contracts that are emerging due to the turmoil and economic forces in the 1990s contract violations and strategies for changing contracts In addition this volume includes a thought provoking discussion of how contracts are linked to an organization's strategy and its human resource practices This outstanding volume concludes with an assessment of societal trends that point to large scale changes in future employment contracts Psychological Contracts in Organizations will capture the interest of advanced undergraduate and graduate students scholars managers and researchers in the areas of organizational behavior management organizational psychology human relations industrial relations law and socioeconomics [A Thousand Shades of Green](#) Peter Winsemius, Ulrich Guntram, 2013-06-17 What does it mean for the environment is a strategic corollary of almost any significant business decision today and companies must take seriously their responsibilities to regulators customers employees and the wider society A Thousand Shades of Green is aimed at business leaders in need of a clear understanding of the key corporate environmental challenges and the insight and

vision to meet them imperatives such as engaging stakeholders and developing partnerships understanding the policy making process forming corporate responses and drafting environmental management strategies with the promise of genuine competitive advantage for their companies Drawing on their extensive consultancy experience with some of the most progressive companies around the world the authors examine why and how businesses must confront the rapidly developing agenda set by environmental constraints and social and regulatory pressure They identify the corporate environmental challenge with that of change management and advocate a recognition that there is no single strategy or endgame applicable to all companies there are a thousand shades of green Only by pursuing thorough reflective consistent competitive and proactive strategies will businesses be able to avoid being embroiled in costly and complex reactive approaches

Managing People Jane Weightman,2004 The new IPD core management standards define the essentials for competently managing and developing people and are compatible with an N SVQ at level 4 in management This book offers an introduction to working with people

Leading, Managing and Developing People Gary Rees,Raymond French,2016-04-15 Leading Managing and Developing People is critical reading for all those studying the CIPD Level 7 Advanced module in Leading Managing and Developing People as well as all HR and L D practitioners It provides extensive coverage of the aims objectives and contribution of HRM such as the scope and nature of human resources HR s role when organisations grow and how to ensure professionalism and ethical behaviour when managing people This book also includes discussion of major contemporary themes in leading managing and developing people including leadership development flexibility agile working and the psychological contract This ensures that readers are fully prepared to lead manage and develop staff in the new world of work With rigorous academic underpinning and clear theoretical exploration Leading Managing and Developing People also includes practical advice on key activities including recruitment job design performance management motivation and reward Supported by online resources including an instructor s manual lecture slides international case studies example essay questions and annotated web links this is an indispensable guide for both students and practitioners

Managing People in a Contemporary Context Emma Parry,Shaun Tyson,2013-10-30 The worldwide financial crash and the ensuing recession have coincided with other significant long term changes for the Western Economies of Europe and the USA especially the growing strength of newly developed economies demographic and technological change institutional crises and political uncertainty The interconnected nature of businesses and societies mean the competitive landscape is being transformed and new economic pressures and opportunities are producing new business models a rebalancing of economies and a new HRM The application of new technology to the processes and systems of people management is spreading in a world where competitive advantage is increasingly about how smart the management processes are and how well people are managed This text is the first book to analyse the way these contextual pressures are producing a game change in the human resource function of management For anyone who has an HR role or is

a line manager or a student of management and for those who teach research or consult in the field this book encapsulates these critically important trends and what they mean for managing people in the 21st Century **Managing Careers and Employability** Yehuda Baruch,2022-01-12 Combining a strong theoretical underpinning with a wide range of case studies and practical examples this authoritative textbook provides a deep understanding of career systems on both an individual and an organizational level Taking a global approach Managing Careers and Employability looks at recent labour market developments and explores contemporary topics such as entrepreneurial careers career ecosystems and the dark side of careers A wide range of learning features including reflective questions key terms and exercises empower you to reflect on and manage your own career Online resources include a Tutor's Guide containing teaching notes for each chapter as well as PowerPoint slides that can be adapted and edited to suit specific teaching needs Suitable for undergraduate and postgraduate students studying career management and related courses Yehuda Baruch is Professor of Management at Southampton Business School the University of Southampton **Managing and Organizations** Stewart Clegg,Martin Kornberger,Tyrone Pitsis,2008 provides an original and engaging introduction to organizational behavior New to the second edition Completely revised and restructured to better match Organizational Behaviour courses six new chapters for coverage of all essential topics including individuals teams and groups human resource management ethics and corporate social responsibility new learning features including boxed sections case studies and marginal definitions to ensure students explore key themes and truly engage with contemporary debates a new companion website and full instructors manual Cover

Beyond Nice: Creating Excellent Working Relationships in Churches and other Christian Organisations Martin Woodroffe,2013-08-01 Beyond Nice is about creating excellent working relationships in Churches and other Christian organisations It looks at why Christian bodies struggle with people issues and people management The author has taken his experience as a practising Christian in the business world and has sought to understand why Christian organisations often find it more difficult to manage people than businesses do He also explores potential solutions to this problem and central to this are almost 40 interviews conducted with Christian leaders bishops pastors charity leaders academics and consultants He also looks at the example Jesus gives us of how to deal with and lead people Together these things are combined to offer potential solutions to current Christian leaders and some food for thought to Christian followers about how best to support their leaders **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

Organizational Stress J. Cranwell-Ward,A. Abbey,2005-06-14 This book provides a sound understanding of stress from organizational managerial and individual perspectives It is an ideal guide for managers HR and OH professionals with responsibility for stress management In order to remain competitive avoid risk and be employers of choice organisations must discover the causes of stress and mitigate them formulate robust policies and procedures create an appropriate culture and climate and support stressed individuals This book acts as a handbook for all aspects of managing stress It includes latest cutting edge thinking developed at Henley Management College and up to date examples and case studies

Experiencing and Managing Emotions in the Workplace Neal M. Ashkanasy,Charmine E. J. Härtel,Wilfred J. Zerbe,2012-06-20 This volume contains a further selection of the best papers presented at the Seventh Emonet conference Montreal Canada August 2010 following on from Volume 7 and is augmented with invited chapters by leading scholars in the field It focuses on the experience dynamics and regulation of emotion and the emotionally intelligent organization

Handbook of Research on Managing Managers Adrian Wilkinson,Keith Townsend,Gabriele Suder,2015-12-18 In recent years there has been considerable debate on the future of management but less attention on the changing role of managers in the workplace This book considers the ways in which managers themselves are being managed In so doing the contributors reflect upon the research conducted to date and the potential research pathways With contributions from experts in the field the book explores the ways organisations manage their managers and how this continues to evolve globally Themes discussed include talent management evidence based management the nature of managerial work management learning and education and development as well as women in management and cross cultural issues Academics researchers analysts and students will find this an important Handbook to aid in their understanding of the contemporary world of managers

Managing Work-life Balance David Clutterbuck,2003 Work life balance is one of the most important issues facing employers and managers today Employees at all levels are no longer willing to trade their quality of life in order to get a decent standard of living Managers can no longer afford to ignore the costs that the long hours culture imposes on their organisation Overwork causes stress related absenteeism poor retention levels low creativity appalling customer service and unethical employee behaviour Combine that with the risks of being sued by a stressed

employee or a parent who wanted to work flexibly and the business case for paying real attention to work life issues has never been stronger This text sets out the roadmap for moving your organisation towards a positive work life culture With clear and practical advice for HR and line managers alike *Managing Work Life Balance* shows you how to engage employers managers and employees in the process of controlling the inherent conflicts between the worlds of work and home

Managing the New Organization David Limerick, Bert Cunningham, 1993-10-22 The 1980s were a period of sudden and dramatic upheaval in the economic and social fabric of the Western world This book describes the strategies and techniques required to maintain organizations capable of surviving those sweeping changes The authors explain what the changes mean for managers in these new organizations and detail the skills and competencies essential for managerial success

Performance Management Susan Hutchinson, 2013-08-29 How do you systematically decide and communicate strategic performance aims objectives priorities and targets How do you plan effective policies and practices Which techniques rewards and sanctions should you use to improve performance How do you critically evaluate the effectiveness of performance management *Performance Management* combines theory and practice to help students master these key concepts and apply their learning Mapping to the CIPD Level 7 Advanced unit by the same name the book is a core text for any student taking a performance management module at undergraduate or postgraduate level Featuring examples from a range of sectors and organizations across the globe *Performance Management* is packed with pedagogical features such as learning outcomes case studies activities reflection questions and further reading to fully engage students with the subject Online supporting resources include an instructor s manual lecture slides and annotated web links for students

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