

## Research Report

# Employer Perceptions Of The Psychological

**Nelesh Dhanpat, Madelyn  
Geldenhuis, Shuan Ruggunan**



## **Employer Perceptions Of The Psychological:**

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

**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

The Psychology and Law of Workplace Violence Irvin H. Perline, Jona Goldschmidt, 2004 The Psychology and Law of Workplace Violence examines the causes risk factors prevention and legal issues associated with workplace violence Previous attempts to explain these crimes are often only descriptive and do not identify the basic underlying psychological mechanisms and yet from the largest violent acts such as the September 11th Attack on America to the smallest violent

workplace crime the psychological mechanisms are the same This landmark text offers a different perspective to the current concepts of workplace violence and will likely change the way people conceptualize violent crime Part One of the text identifies eight underlying factors responsible for these crimes identifies two necessary conditions for their occurrence and develops several significant new concepts related to the field Part Two discusses state and federal legal issues surrounding workplace violence Workers compensation employer liability and employer duties under negligence law hiring supervision and firing the legal aspects surrounding premises security employee privacy issues the ADA the Fair Credit Reporting Act and criminal history inquiries are but a few of the many legal topics discussed This section is written in a practical easy to understand manner and contains materials that are often available only in law libraries The final Part Three of the text is a compendium of workplace violence case histories and includes numerous nationally recognizable incidents along with many others that have not been widely publicized An interesting description of details surrounding each crime and its aftermath is included What happened to the perpetrator What happened to the victims In addition for many cases how the case relates to other cases and issues that have arisen from the case are discussed In this section which is the largest published compilation of case history material on workplace violence to date covers over Age in the Workplace Donald Truxillo,Franco Fraccaroli,2016-01-08 The workforce across industrialized nations has become both older and more age diverse and this trend is expected to continue in the coming decades These changes will have important implications for motivating and managing both individual employees and teams and because people are retiring later it is important to address ways to sustain the wellbeing and productivity of workers With a specifically international focus this volume addresses these critical issues from the individual and psychological perspectives Based primarily in empirical research it covers a wide range of topics related to the aging workforce including the motivation of older workers to work and to retire what organizations can do to attract and retain the talent of older workers how to improve relations and productivity among age diverse teams how to design jobs to support older and younger talent and how to better understand why older workers may choose to return to work This volume includes contributions from the top psychological researchers in the field of the aging workforce This book was originally published as a special issue of the European Journal of Work and Organizational Psychology *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 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

### **The AI Revolution: Driving Business**

**Innovation and Research** Bahaa Awwad, 2024-06-17 This comprehensive book explores the transformative role of artificial intelligence AI in business innovation and research It provides a solid foundation in AI technologies such as machine learning natural language processing and computer vision and examines how they reshape business models and revolutionize industries The book highlights the strategic implications of AI in enhancing customer experience optimizing operations and enabling data driven decision making It explores the integration of AI with emerging trends like IoT blockchain and cloud computing for innovation The role of AI in advancing scientific discovery and academic research is also explored addressing challenges and opportunities in AI driven methodologies Organizational and ethical dimensions of AI implementation are considered including talent acquisition skills development and data governance Real world case studies showcase AI s transformative power across diverse industries This forward thinking guide equips academics researchers and business leaders with knowledge and insights to harness the potential of AI and contribute to innovation and research *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

### **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

### **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 *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

**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

**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

**Business Research Methods** Alan Bryman, Emma Bell, 2007 An adaptation of Social Research Methods by Alan Bryman this volume provides a comprehensive introduction to the area of business research methods It gives students an assessment of the contexts within which different methods may be used and how they should be implemented

*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

*Addressing Gaps and Advancing Scholarship in the Study of Psychological Contracts* Sarah Bankins, 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

**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

**International Encyclopedia of Organization Studies** Stewart Clegg,James R. Bailey,2008 Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies

**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

*Employer Perceptions of the Psychological Contract* David Guest,Neil Conway,2000-03

## Unveiling the Magic of Words: A Report on "**Employer Perceptions Of The Psychologica**"

In some sort of defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Employer Perceptions Of The Psychologica**," a mesmerizing literary masterpiece penned by a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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