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| 1. Record Nr.           | UNINA9910484281603321   |
| Titolo                  | Redefining the Psychological Contract in the Digital Era : Issues for Research and Practice // edited by Melinde Coetzee, Alda Deas   |
| Pubbl/distr/stampa      | Cham : , : Springer International Publishing : , : Imprint : Springer, , 2021   |
| ISBN                    | 9783030638641<br>3030638642   |
| Edizione                | [1st ed. 2021.]   |
| Descrizione fisica      | 1 online resource (xxii, 335 pages) : illustrations   |
| Disciplina              | 658.0019  |
| Soggetti                | Psychology, Industrial<br>Work and Organizational Psychology<br>Personnel Psychology<br>Organizational Psychology   |
| Lingua di pubblicazione | Inglese   |
| Formato                 | Materiale a stampa  |
| Livello bibliografico   | Monografia  |
| Nota di bibliografia    | Includes bibliographical references and index.  |
| Nota di contenuto       | 1. Conceptualising the psychological contract in the digital era -- 2. [Re] defining the psychological contract within industry 4.0 -- 3. What to expect? Psychological contract—past, present and future -- 4. The social contract for AI and its implications for the workplace psychological contract -- 5. Work design implications for the future organisation -- 6. New era career values and the psychological contract -- 7. New psychological contract, old breach?. 8- Psychological contracts in the era of HRM 4.0 -- 9. Job embeddedness and the psychological contract of the future -- 10. Strengthening the psychological contract through talent-enabled assessment journeys: an employee-experience guide -- 11. Pre-emptive management of the psychological contract through personnel selection in the digital era -- 12. Total rewards and the potential shift in psychological contract perceptions in the digital era -- 13. The dynamism of psychological contract and workforce diversity -- 14. The psychological contract and retention practices -- 15. Brace up for the next generation: Decoding the psychological contract expectations of Gen Z in a digital world -- 16. Psychological contracts of digital natives -- 17. Reflection on the digital era psychological contract. . |

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.

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