

1. Record Nr.	UNINA9910484358803321
Autore	Kwok Andrei O. J.
Titolo	Augmenting employee trust and cooperation / / Andrei O. J. Kwok, Motoki Watabe, Pervaiz K. Ahmed
Pubbl/distr/stampa	Singapore : , : Springer, , [2021] ©2021
ISBN	981-16-2343-0
Descrizione fisica	1 online resource (143 pages)
Altri autori (Persone)	WatabeMotoki AhmedPervaiz K
Disciplina	658.3
Soggetti	Personnel management Psychology, Industrial
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Chapter 1. Rewards: An intersection between psychology and management Chapter 2. Excessive extrinsic rewards in workplace relationships Chapter 3. Psychological contract and rewards Chapter 4. Individual differences in cooperation Chapter 5. Does trust matter? Chapter 6. Strategic organizational decision-making
Sommario/riassunto	This book is an essential guide for academics and practitioners to understand employees differences in personality and how best to motivate them accordingly. The authors provide an in-depth perspective of how organizations can better prepare for the new realities of the workplace. Amidst the war for talent and a continually evolving workplace that has reduced employee psychological attachment, employees prefer to be treated as individuals with the expectation of individual recognition and reward. The authors draw from their personal, corporate, and research experience by combining interdisciplinary perspectives (organizational behavior, human resource management, psychology, sociology, economics) to offer holistic insights into individual expectancy and motivation integral to a successful employer-employee interaction.