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Titolo	Managing the psychological contract : using the personal deal to increase business performance / / Michael Wellin
Pubbl/distr/stampa	Aldershot, England ; ; Burlington, VT, : Gower, c2007
ISBN	1-315-59366-1 1-317-10135-9 1-317-10134-0 1-281-20796-9 9786611207960 0-7546-8189-0
Edizione	[1st ed.]
Descrizione fisica	1 online resource (261 p.)
Disciplina	658.3/14
Soggetti	Personnel management Performance technology Organizational behavior Psychology, Industrial
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Introduction and why the psychological contract matters -- Current use of the psychological contract -- Viewing the psychological contract as a personal deal -- Making and breaking personal deals -- The personal deal process -- Types of personal deal -- How three companies use the psychological contract -- Using the personal deal to improve leadership effectiveness -- Using the personal deal to change organisation culture -- How human resources practitioners manage personal deals -- How to shape your personal deals -- Behavioural view of the personal deal.
Sommario/riassunto	This is the first book which shows how the psychological contract can be used in practice. Michael Wellin reinterprets the psychological contract as something very tangible that exists between people at work and indicates how it can be used to increase business performance, improve employee commitment, and enable employees to realise their

potential. Throughout the book, the author combines the latest organisation behaviour research findings, including those on the psychological contract, with his own and colleagues' experiences, to provide an important and extremely readable book for human re
