

Figure 4.2 Expectations of the employment relationship (adapted from Parkinson, 1999a).
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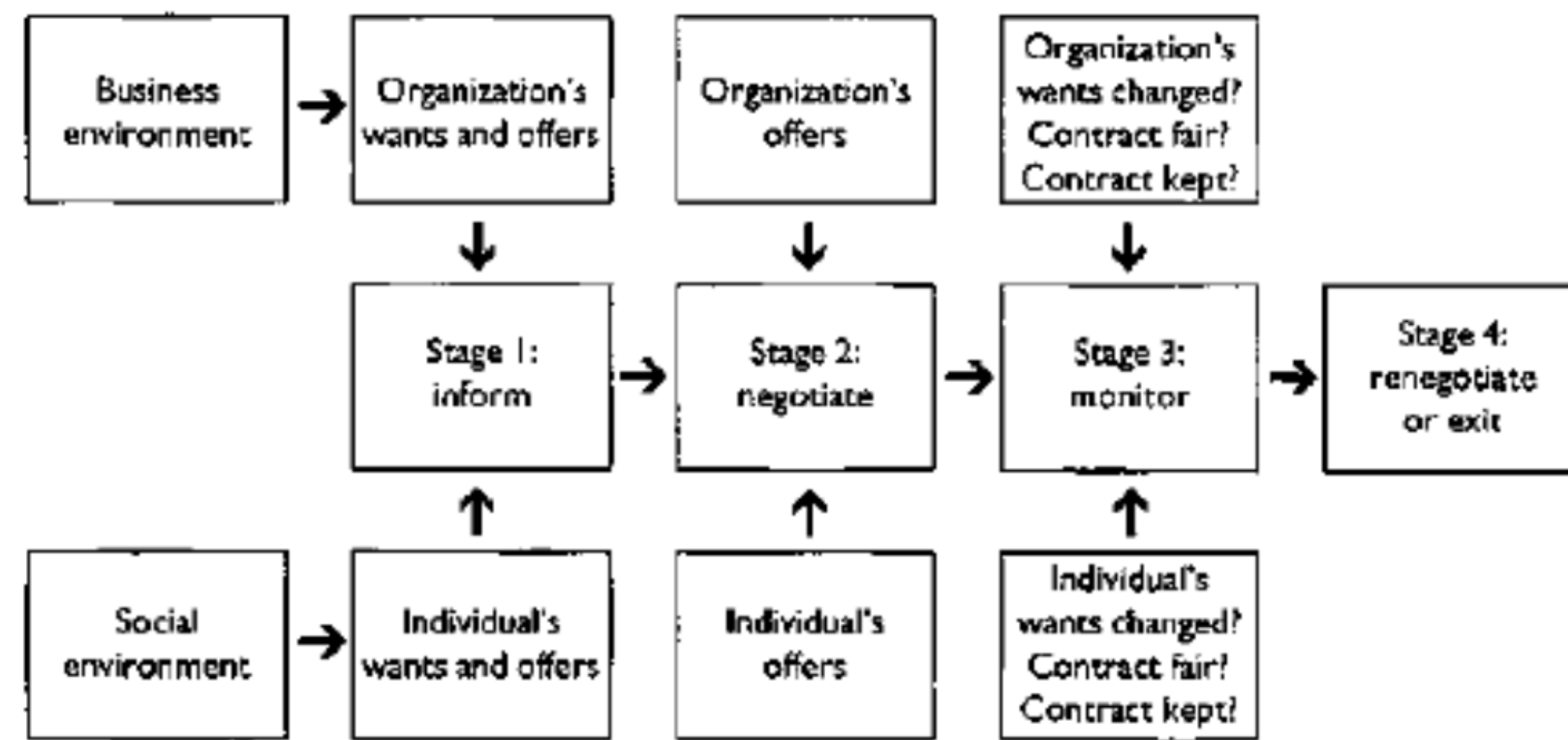


Figure 4.4 The four stages of psychological contracting (Herriot and Pemberton, 1996).

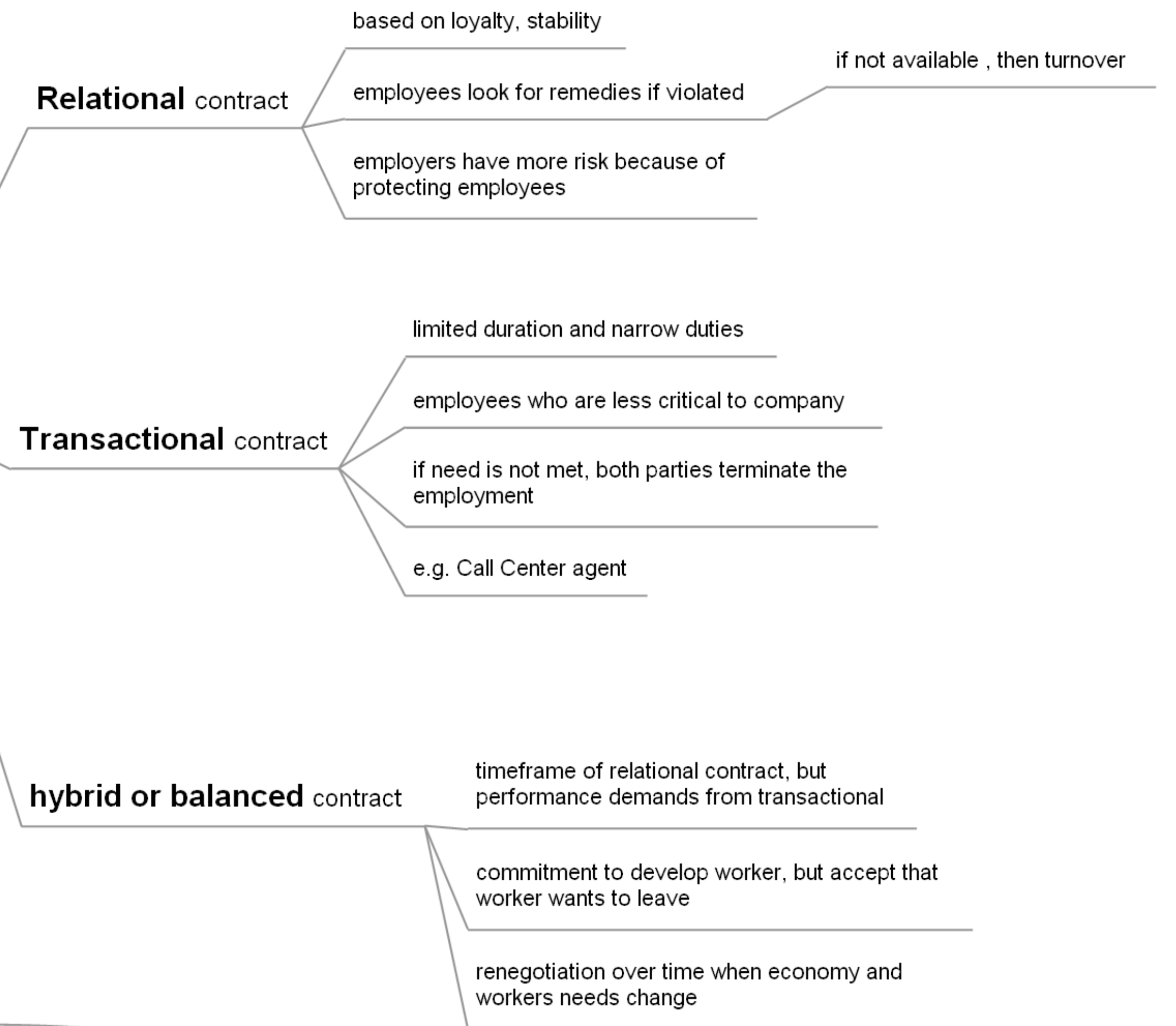
6 features of a psychological contract

- 1 Voluntary choice commitment made voluntary
- 2 Belief in mutual agreement Individuals act as if agreement mutual
- 3 Incompleteness agreement need to be renewed over time
- 4 Multiple contract makers contract with different people within organisation
- 5 Managing losses when contract fails offer other possibility if contract is violated
- 6 The contract as model of the employment relationship mental model which delivers stability

Psychological contract

Rousseau, D M (2004), Psychological contracts in the workplace

Types of contracts



changes appear, be ready for it
problem-solving behaviour
Build as an employer **flexibility**

clear rules about the rules of the contract
Meta contract

most important role here:
LINE MANAGER

Mutuality in what company wants from employee and employee from company essential = GOLD STANDARD