

The Employment Relationship Examining Psychological And Contextual Perspectives

Serviceology for Services - Takeshi Takenaka 2020-02-19

This book constitutes the refereed proceedings of the 7th International Conference on Serviceology for Services, held in Osaka, Japan, in March 2020. The 16 full papers and 3 short papers presented in this volume were carefully reviewed and selected from 58 submissions. The papers are organized around the following topics: hospitality management; service innovation and employee engagement; service marketing and consumer behavior; customer experience and service design; service engineering and implementation.

Contemporary Perspectives in Human Resource Management and Organizational Behavior - Riann Singh 2023-05-04

This book aims to address one of the key challenges facing Human Resource Management (HRM) and Organizational Behavior (OB) researchers. It delves into contemporary topics from which focused research models, ideas, and questions can be developed and tested. HRM and OB are closely related and intersect each other in the examination of practices, which are aimed at managing employees and explaining their behaviors. Proposing to provide researchers with easy access to a slew of contemporary research advancements within the field, this work explores ten contemporary research areas within HRM and OB. Topics include innovative HRM/OB responses in crises, alternative work arrangements for the contemporary workplace, employee mental health, from diversity to inclusion in the workplace, workplace harassment, HRM in small and medium enterprises, alternative perspectives in employee turnover, organizational citizenship and counter-productive work behaviors, leading for work engagement, and employee motivation in a changing environment. Providing researchers with a comprehensive overview of research advances within selected contemporary areas, this book seeks to spur critical thinking, spark alternative research perspectives, innovate extensions to existing theories, and provide the foundation from which focused research can grow and develop within these management fields.

The Employment Relationship - Jacqueline A-M. Coyle-Shapiro 2005

During the last fifteen years, researchers have shown increasing interest in the exchange relationship between the employee and employer. Until now, the literatures examining the employment relationships have tended to operate either from the employer or the employee perspectives and have typically approached the topic from a single discipline be it psychology, sociology, human resource management, organizational behavior, industrial relations, law or economics. Failure to consider multiple perspectives has created a fragmented understanding of the employment relationship. This volume incorporates social exchange, economics, industrial relations, legal, and justice theory perspectives. In addition, chapters have been written by authors that reflect the full international body of research on the employment relationship and provide information about legislation, governance, and cultural differences across nations. The conceptual and empirical foundations for understanding the employment relationship from these different theoretical perspectives facilitates the establishment of the convergent and discriminant validity of the psychological contract and the investments-contributions models of the employment relationship in relation to related exchange constructs such as perceived organizational support and leader-member exchange. The interdisciplinary and international nature of the employment relationship literature reviewed and integrated in this volume provides a richness that is rarely available in studies of the workplace, and many new and provocative ideas are presented in this volume. Bringing these perspectives together provides greater comprehensiveness, clarity, synthesis and understanding of the employment relationship. This volume is designed to promote the thinking of scholars in the employment relationship area. It will also have relevance to practitioners primarily through the implications of this multi-disciplinary perspective. The volume offers implications of a holistic, multi-disciplinary, international, conceptualization of the employment relationship for theory development, empirical research and measurement, and policy.

Understanding Psychological Bonds between Individuals and Organizations - S. Fuchs 2012-08-29

In *Understanding Psychological Bonds between Individuals and Organizations* the author integrates different theoretical perspectives on how individuals form deep, meaningful, and self-defining relationships with their employing organization and proposes a novel and comprehensive take on key triggers and processes associated with such relationships.

Age and psychological contract breach in relation to work outcomes - Pieter Matthijs Bal 2009

The Oxford Handbook of Organizational Citizenship Behavior - Philip M. Podsakoff 2018

The Oxford Handbook of Organizational Citizenship Behavior provides a broad and interdisciplinary review of state-of-the-art research on organizational citizenship behaviors and related constructs. The overarching goal is to offer a single resource that will inform and inspire scholars and practitioners of the origins of this construct, the current state of research on this topic, and potentially exciting avenues for future exploration.

Employment Relations in the Voluntary Sector - Ian Cunningham 2012-08-06

This new book addresses the topical issues surrounding employment relations in UK voluntary organizations that operate within the quasi-market of social care. Combining an analysis of the established literature with in-depth qualitative field work, Ian Cunningham explores the nature of power relations between state and voluntary sector; implications of employment policy and subsequent pressures for change in pay and working conditions; the influence of trade unions in the sector; management's capacity to resist external pressure and employee responses to this environment. Cunningham's focus on the employment relationship in this sector is unique, highlighting a complex and variable pattern of interdependence and subordination between government agencies and voluntary sector employers. The author examines the way in which financial pressures from the state coupled with weak unionization diminish working conditions, arguing that employee morale will not be sustained if the voluntary sector fails to maintain its autonomy and minimize its dependency on state funding.

IAAP Handbook of Applied Psychology - Paul R. Martin 2011-03-01

The IAAP Handbook of Applied Psychology, an up-to-date and authoritative reference, provides a critical overview of applied psychology from an international perspective. Brings together articles by leading authorities from around the world Provides the reader with a complete overview of the field and highlights key research findings Divided into three parts: professional psychology, substantive areas of applied psychology, and special topics in applied psychology Explores the challenges, opportunities, and potential future developments in applied psychology Features comprehensive coverage of the field, including topics as diverse as clinical health psychology, environmental psychology, and consumer psychology

Managing the Psychological Contract - ABM Abdullah 2017-05-23

This book explores the differences between Western and non-Western cultures to provide a more comprehensive understanding of psychological contract and its consequences on employees' behavioral, attitudinal, and cognitive outcomes. Further, it discusses the culturally-relevant elements of HR practices that affect employee expectations, job satisfaction, commitment, and motivation based on their perceptions of the level of fulfillment of their psychological contract. Integrating both qualitative and quantitative methods, it is the first book to examine the current state of the South Asian workforce and will advance research on industrial relations, employee relationship management, and corporate management of South Asian employees around the world.

Handbook of Gendered Careers in Management - Adelina M. Broadbridge 2015-04-30

Handbook of Gendered Careers in Management provides an international overview of current practice and theory surrounding gendered employment in management, illustrating the impact of gender on key stages of career development.

I-deals: Idiosyncratic Deals Employees Bargain for Themselves -

Denise Rousseau 2015-02-12

Employees with valuable skills and a sense of their own worth can make their jobs, pay, perks, and career opportunities different from those of their coworkers in subtle and not-so-subtle ways. Work at home arrangements, flexible hours, special projects - personally negotiated arrangements like these can be a valuable source of flexibility and personal satisfaction, but at the risk of creating inequality and resentment by other employees. This book shows how such individual arrangements can be made fair and acceptable to coworkers, and beneficial to both the employee and the employer. Written by the world's leading expert on the subject, *I-deals: Idiosyncratic Deals Employees Bargain for Themselves* challenges traditional notions that standardization is the way to create workplace justice. The book is filled with real examples, cases, and supporting data. It expands conventional ideas of workplace fairness, provides details on the power that workers influence over their employment conditions, and spells out how employees and employers can channel this influence into mutually beneficial innovations. The book is "must reading" for students and scholars in the fields of human resource management and organizational behavior, and for managers and employees everywhere.

Aging Workers and the Employee-Employer Relationship - P.

Matthijs Bal 2014-09-23

This book focuses on the aging workforce from the employment relationship perspective. This innovative book specifically focuses on how organizations can ensure their aging workers remain motivated, productive and healthy. In 15 chapters, several experts on this topic describe how organizations through effective human resource management can ensure that workers are able to continue working at higher age. In addition, this book discusses the role older workers themselves play in continuing work at higher age. To do this, the authors integrate research from different areas, such as literature on leadership, psychological contracts and diversity with literature on the aging workforce. Through this integration this book provides innovative ways for organizations and workers to maintain productivity, motivation and health. *Aging Workers and the Employee-Employer Relationship* summarizes the latest research on how employment relationships change with age and its implications for supporting the well-being, motivation and productivity of older workers. It identifies ways to improve how both companies and workers solve the problems they face. These include better designed employment practices and more adaptive job content and developmental opportunities for aging workers along with activities aging workers can engage to enhance their own job crafting, learning and employability.

The Employee-Organization Relationship - Lynn M. Shore

2012-03-12

"Employee-organization relationship" is an overarching term that describes the relationship between the employee and the organization. It encompasses psychological contracts, perceived organizational support, and the employment relationship. Remarkable progress has been made in the last 30 years in the study of EOR. This volume, by a stellar list of international contributors, offers perspectives on EOR that will be of interest to scholars, practitioners and graduate students in IO psychology, business and human resource management.

Fuzzy Systems and Data Mining VI - A.J. Tallón-Ballesteros

2020-11-13

The interdisciplinary field of fuzzy logic encompass applications in the electrical, industrial, chemical and engineering realms as well as in areas of management and environmental issues, while data mining covers new approaches to big data, massive data, and scalable, parallel and distributed algorithms. This book presents papers from the 6th International Conference on Fuzzy Systems and Data Mining (FSDM 2020). The conference was originally due to be held from 13-16 November 2020 in Xiamen, China, but was changed to an online conference held on the same dates due to ongoing restrictions connected with the COVID-19 pandemic. The annual FSDM conference provides a platform for knowledge exchange between international experts, researchers academics and delegates from industry. This year, the committee received 316 submissions, of which 76 papers were selected for inclusion in the conference; an acceptance rate of 24%. The conference covers four main areas: fuzzy theory; algorithms and systems, which includes topics like stability; foundations and control; and fuzzy applications, which are widely used and cover various types of processing as well as hardware and architecture for big data and time

series. Providing a current overview of research and developments in fuzzy logic and data mining, the book will be of interest to all those working in the field of data science.

Advances in Hospitality and Leisure - Joseph S. Chen 2008-05-26

Delivers insights from scientific studies in the domains of hospitality, leisure, and tourism. This title provides a platform to galvanize thoughts on contemporary issues and trends essential to theory advancement, as well as professional practices from a global perspective. It transcends the methods of inquiry so as to inspire research topics.

International Review of Industrial and Organizational Psychology 2009 -

Gerard P. Hodgkinson 2009-04-22

The 24th volume in this prestigious series of annual volumes, the *International Review of Industrial and Organizational Psychology 2009* includes scholarly, thoroughly researched, and state-of-the-art overviews of developments across a wide range of topics in industrial and organizational psychology. An international team of highly respected contributors reviews the latest research and issues in the field with eight chapters supported by extensive bibliographies. This volume is ideal for organizational psychologists, MSc level students in organizational psychology, and researchers seeking literature on current practice in industrial and organizational psychology.

Studying Human Resource Management - Stephen Taylor 2022-09-03

Studying Human Resource Management is an ideal textbook for anyone studying the CIPD Associate Diploma in People Management. Fully updated throughout, this book provides thorough coverage of the study of HRM including the people management contribution and business environment as well as discussing the strategy and structure of the HR function. Written by experts in the field with both academic and practitioner experience, *Studying Human Resource Management* includes invaluable discussion on professional behaviours for people professionals and guidance on how to manage HR data and information and most importantly, how to use it to make evidence-based decisions. There is also now a brand new chapter on shaping people practice to benefit your organisation. Each chapter includes key learning outcomes to summarise the content that will be covered and to help students track their progress, reflective activities to consolidate learning and further reading suggestions to support wider engagement with areas of particular interest. This book also includes case studies to help students understand how the theory applies in practice. Online resources include slides, a lecturer guide and annotated web links.

The Changing Law of the Employment Relationship - Nicola Countouris 2016-04-01

During the past few decades, industrialized countries have witnessed a progressive crisis of the regulatory framework sustaining the binary model of the employment relationship based on the subordinate employment/autonomous self-employment dichotomy. New atypical and hybrid working arrangements have emerged, challenging the traditional notions of, and divisions between, autonomy and subordination. This in turn has strained labour law systems across industrialized countries that were previously based on the notion of dependent and subordinate employment to cast their personal scope of application. Nicola Countouris advances ideas for a new dynamic equilibrium in employment law to accommodate this evolution, providing a comparative account of the development of the employment relationship in four key European countries - the UK, Germany, France and Italy.

New Perspectives in Employee Engagement in Human Resources -

Emerald Group Publishing Limited 2015-10-30

New Perspectives in Employee Engagement in Human Resources is a unique collection of articles that represent the very highest level of scholarship in the field. The articles published in this collection identify some emergent themes which include: - career development - career satisfaction - employee driven innovation

Handbook of Research on Employee Voice - Adrian Wilkinson 2020-06-26

This thoroughly revised second edition presents up-to-date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives. Exploring the previously under-represented paradigm of the organizational behaviour approach, new chapters take account of a broader conceptualization of employee voice. Written by expert contributors, this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining, individual processes, mutual gains, task-based voice and grievance procedures

The Employment Relationship Examining Psychological And Contextual Perspectives:

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