

Year of Introduction: 2021

Course Description:

This course is designed to understand the psychological contract. The psychological contract has been identified as a valuable concept for understanding employee's relationships with their employers in the organization. This course evaluates the psychological contract research and theory and considers practical applications of the psychological contract on employee wellbeing.

Learning Objectives:

This course will explore Psychological Contract's theoretical models and practices to initiate change in the industry. This course will develop an in-depth understanding of the psychological contract. This course will also provide examples of international psychological contracts and compare them with the contracts of India. Thus it helps to create an overview of the perceptions followed in the industry and helps the student familiarize with the different paradigms of evolution. This course also opens the window for understanding the consequences of a breach of contract.

Pedagogy:

- Lecturers
- Assignments
- Mini Project

Syllabus:

UNIT 1

Introduction – definition – significance – nature – contents – History and development – existing features – impact on employee performance – organizational performance.

UNIT 2

Theory and Models – Psychological Contract Theory – Characteristics – rationale – contents - dynamics evaluation. –Models – The Contract as “Mental Model” – Iceberg Model of Behavior

UNIT 3

Employee Wellbeing – Employee involvement – Engagement – Commitment – Wellbeing – Employee attitudes, behavior – emotions – organizational commitment.

UNIT 4

Breach & Violation – Definitions – differences – antecedents of the breach – the consequences of the breach – moderators of the effects of a breach on outcomes – impact on employee (both temporary and permanent) and employer.

UNIT 5

International psychological contracts (few examples) – Comparison with India. Research – Challenges for psychological contract researchers – future research.

References:

- Denise M Rousseau (1995). Psychological Contracts in Organizations – understanding written and unwritten agreements. Sage Publications
- Neil Conway, Rob B Briner (2005). Understanding Psychological Contracts at work – A critical evaluation of theory and research. Oxford University Press.
- David E. Guest, Kerstin Isaksson & Hans De Witte (2010). Employment Contracts, Psychological Contracts & Employee Well Being – An International Study. Oxford University Press.
- Michael Wellin (2007) – Managing the Psychological Contract: Using personal deal to increase business performance. Gower House.

Course Outcome:

CO1- To understand the psychological contract as a practical tool for implementing organizational change.

CO2- To analyze the relationship of the psychological contract between employees and employing organizations.

CO3- To evaluate psychological contract in terms of employer wellbeing, which enhances the performance and success of an organization.

CO4- To create awareness of the consequences of breach and violation between employee and employer.

CO5- To enhance the strategies needed for positive, sustainable growth of the organization.

Evaluation Pattern:

i. Internal Examination – 50 marks

- Periodical I – 15 marks
- Periodical II – 15 marks
- Assignments/Projects – 20 marks

ii. External Examination – 50 marks

Employability:

Be in the Personnel Department of the organization to understand the human behavior at work, thereby channelizing for the better employee-employer relationship.