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(PDF) Psychological contracts in employment

The psychological contract, by definition, represents the understanding of mutual expectations between employees and employers. In theory, the psychological contract is used to maintain a positive employee-employer relationship by founding a set of mutually agreed ground rules. It pays particular attention to the ‘human side’ of a working relationship, rather than the purely commercial or transactional side.

What is a psychological contract? An Employment guide

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The psychological contract refers to the unwritten set of expectations of the employment relationship as distinct from the formal, codified employment contract. Taken together, the psychological contract and the employment contract define the employer-employee relationship. Originally developed by organisational scholar Denise Rousseau, the psychological contract includes informal arrangements, mutual beliefs, common ground and perceptions between the two parties.

What is a Psychological Contract? | HRZone

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Although the notion of psychological contract describes the expectations of both employers and workers, the concept has been mainly studied from the perspective of the employee. The psychological contract differs from a legal contract of employment which offers a limited reality of

the employment relationship. The legal contract refers to an agreement, usually written and signed, about the mutual obligations of the employer and the worker.