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experience cross-nationally are
becoming more diverse within firms,
more idiosyncratic between people, and
more directly shaped by market-related
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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.

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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.