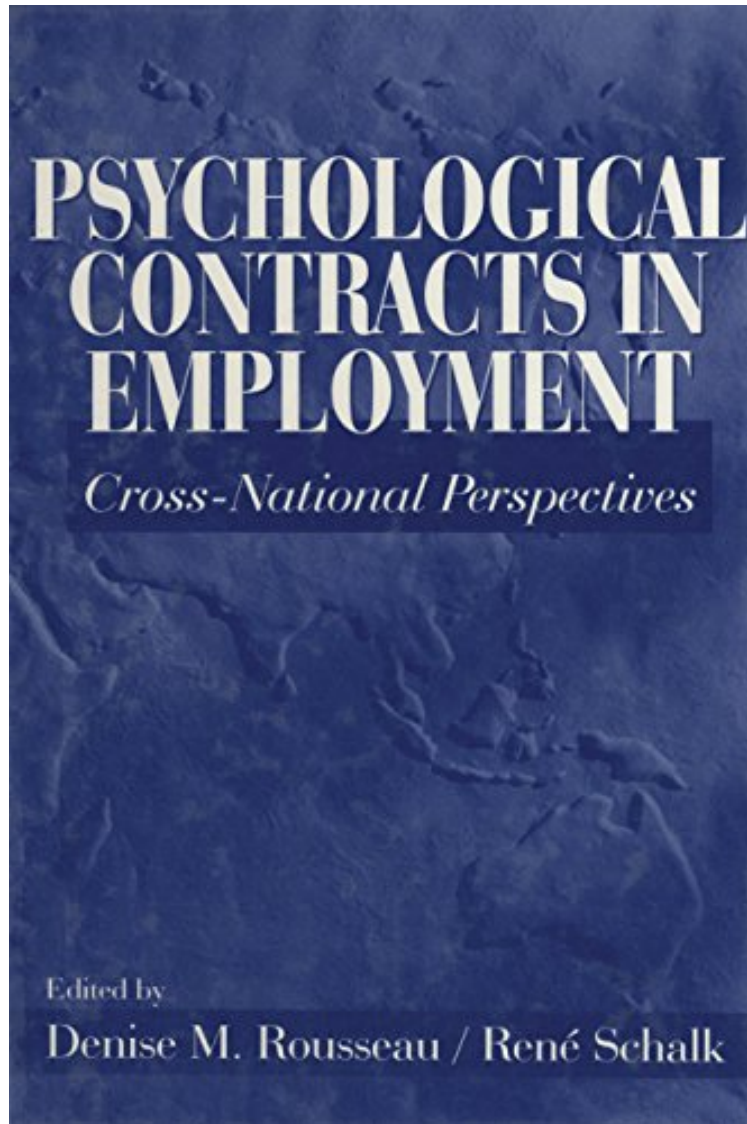


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## Psychological Contracts in Employment: Cross-National Perspectives

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The relationship between workers and firms are changing worldwide. Nowhere is this more evident than in the

psychological contracts of employment. This book combines the cross-national perspectives of organizational scholars from thirteen countries to examine how societies differ in the nature of psychological contracts in employment and how global business initiatives are bridging these differences. The contributors include social scientists with deep knowledge of the particular societies they describe, and whose personal scholarship involves psychological contract phenomena locally as well as abroad. Readers of Denise Rousseau's award winning book, *Psychological Contract in Organizations* (Sage 1995) will welcome the extension of this ground-breaking work into the global arena.

" This book is valuable not only to anyone interested in the theory of psychological employment contracts, but also for anyone wanting to improve their understanding of the work contexts and cultures of various countries." nbsp;"This book is valuable not only to anyone interested in the theory of psychological employment contracts, but also for anyone wanting to improve their understanding of the work contexts and cultures of various countries." -- Lise M. Saari" This book is valuable not only to anyone interested in the theory of psychological employment contracts, but also for anyone wanting to improve their understanding of the work contexts and cultures of various countries." --Lise M. Saari" This book is valuable not only to anyone interested in the theory of psychological employment contracts, but also for anyone wanting to improve their understanding of the work contexts and cultures of various countries." --Lise M. Saari- This book is valuable not only to anyone interested in the theory of psychological employment contracts, but also for anyone wanting to improve their understanding of the work contexts and cultures of various countries.- --Lise M. Saari " This book is valuable not only to anyone interested in the theory of psychological employment contracts, but also for anyone wanting to improve their understanding of the work contexts and cultures of various countries." nbsp; (Lise M. Saari) About the Author Professor Denise Rousseau studies the changing psychological contract in employment, human resource strategies, and the effects of organizational culture on performance. Her books include: *Psychological Contracts in Employment* (Sage, with Rene Schalk); *Relational Wealth: The Advantage of Stability in a Changing Economy* (Oxford, with Carrie Leana); *Psychological Contracts in Organizations* (Sage); *Boundaryless Careers: Work, Mobility, and Learning in the New Organizational Era* (Oxford, with M. Arthur); *Developing an Interdisciplinary Science of Organizations* (Jossey-Bass, with K. Roberts and C. Hulin); and *Trends in Organizational Behavior* (Wiley series, with C. Cooper). She is also the author of more than 100 articles. Professor Rousseau served as President, Academy of Management (2004-2005), and is Editor-in-Chief, *Journal of Organizational Behavior* (1998 ndash; present). *Psychological Contracts in Organizations*, won the Academy of Management prime;s Terry Award.