



Home > Journal > Business & Economics > IB

[Indexing](#) [View Papers](#) [Aims & Scope](#) [Editorial Board](#) [Guideline](#) [Article Processing Charges](#)

IB > Vol.1 No.1, September 2009

OPEN ACCESS

Staff Psychological Contract Innovates Human Resource Management

PDF (Size: 214KB) PP. 28-33 DOI: 10.4236/ib.2009.11005

Author(s)

Xiaoyan LIU, Xin WEI

ABSTRACT

This paper mainly studies on the relationships between the contents of staff psychological contract, job satisfaction level and occupation satisfaction level by surveying, combining research methods of literature, academic and empirical research. The research results have important reference value on human resource management innovation. New suggestions were also put forward, which are relative with recruitment, measure of psychological contract, culture construction and targeted incentives to staff of different attributes.

KEYWORDS

psychological contract, job satisfaction level, human resource management

Cite this paper

X. LIU and X. WEI, "Staff Psychological Contract Innovates Human Resource Management," *iBusiness*, Vol. 1 No. 1, 2009, pp. 28-33. doi: 10.4236/ib.2009.11005.

References

- [1] Anderson, N. and Schalk, R., "The psychological contract retrospect and prospect," *Journal of Organizational Behavior*, Vol. 19, pp. 637–647, 1998.
- [2] Rousseau, D. M., "New hire perspectives of their own and their employer's obligations: A study of psychological contracts," *Journal of Organizational Behavior*, Vol. 11, No. 5, pp. 389–400, 1990.
- [3] Robinson, S. L. and Rousseau, D. M., "Violation the psychological contract: Not the exception but the norm," *Journal of Organizational Behavior*, Vol. 15, pp. 145–159, 1994.
- [4] Chen, J. Z., Ling, W. Q., and Fang, L. L., "Exploration and verification in staff psychological contract structural dimensions," *Science and Science Technology Management*, No. 3, 2004.
- [5] Rousseau, D. M., "The problem of the psychological contract considered," *Journal of Organizational Behavior*, Vol. 19, pp. 661–671, 1998.
- [6] Liu, F. Y. and Zhang, J.C., "Research on effectiveness of questionnaire of staff work satisfaction survey and influence factors of employees' job satisfaction in private enterprises," *Nankai Management Comment*, No. 3, 2004.
- [7] Wang, S. D., "Using psychological contract to improve the overall staff satisfaction," Jilin: Master's degree thesis of Jilin University, 2005.

- [Open Special Issues](#)
- [Published Special Issues](#)
- [Special Issues Guideline](#)

[IB Subscription](#)

[Most popular papers in IB](#)

[About IB News](#)

[Frequently Asked Questions](#)

[Recommend to Peers](#)

[Recommend to Library](#)

[Contact Us](#)

Downloads: 165,756

Visits: 324,128

Sponsors, Associates, and Links >>

- [International Conference on Management and Service Science \(MASS 2013\)](#)
- [The 4th Conference on Web Based Business Management \(WBM 2013\)](#)