Human Resource Management(Unit-3): Organization/Individual Relations

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Learning Objective-

1. The Psychological Contract
2. Organization/ RelationIndividual
3. Psychological Ownership
4. Components of the Psychological Contract
5. Generational Differences
6. the Different Generations

ORGANIZATIONAL RELATION

A person who is hired to provide services to the organization and has a legal employee relationship with the organization. Contingent worker .A person who provide services to the organization and who does not have a legal employee relationship with the organization.

INDIVIDUAL RELATION

Every individual shares a certain relationship with his colleagues at the workplace ...The relationship can be between any one in the organization between an employee and his superior, between two members in the management and so on.

- # Organization /Individual Relation

• The Psychological Contract

☐ The unwritten expectations employees and employers have about the nature of their

work relationships. Affected by age of employee and changes in economic conditions.

• Psychological Ownership

☐ When individuals feel that they have some control and perceived rights in the

organization, they are more likely to be committed to the organization.

Contract

▶ Employer provide:

(i) Competitive compensation and benefits

(ii) Career development opportunities

(iii) Flexibility to balance work and home life

▶ Employees contribute:

(i) Continuous skill improvement

(ii) Reasonable time with the organization

(iii) Extra effort when needed

Generational Differences

There appear to be differences in the values, beliefs and opinions between different generations of people. While some believe strongly in the differences, others believe they are a myth. Those believing in the differences assert that they are important to recognize and accommodate, especially in settings having multiple generations, such as in today's workforce.