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组织中员工人格特征与心理契约关系研究评述*

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摘要:员工人格特征与心理契约关系的研究有助于在组织形成良好的雇佣关系、完善人力资源战略、促进员工身心健康、提高员工及组织绩效。本文系统回顾了组织中员工人格特征与心理契约类型的关系、人格特征与员工对心理契约违背感知影响关系的研究文献。在此基础上,指出员工人格特征与心理契约关系研究领域存在的不足及未来需进一步研究的问题。

关键词:人格特征;心理契约;心理契约违背

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一、引言

1960年,Argyris“”。

20世纪90年代,“Rousseau”。

Morrison Robinson(1997)、Turnly Feldman(1999)、Upasana Shiv-Rousseau(1990)、Arshad Sparrow(2009)、(、,2010)。(Suazo, 2008)。

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， (1)。

(,2005; ,2009) ， (Raja ,Ho ,2004)。

， (2003)、 (2005) 、 (2006) ， Orvis (2008) 。

()^①。

？ Herriot (1997) Rousseau(2001) 。

② (,2009) 。

？ ,Chiu Peng(2008) 。

三、人格特征与心理契约违背感知关系研究

Brockner(1979) 。

(2009) 。

？ Raja (2004) 。 Coyle - shapiro (Exchange Ideology) Neuman(2004) (Creditor Ideology)^③ (2009) 。

— Ho (2004) 。

① 国内的学者更多采用规范维度与人际维度分别表达交易型心理契约与关系型心理契约。此两种表达在实质内涵方面并无明显差异。具体内容可参见陈加洲,等(2003)及李原(2006)。

② 理念型心理契约是指组织至少在一定程度上承诺提供一种能让个体直接或间接地为了某种追求或事业而做出贡献的工作环境。它与交易型及关系型心理契约具有不同的内涵与外沿,具体内容可参见王明辉,等(2009)。

③ 一般来说,高交换意识员工倾向于根据在组织里享受到的利益的多少来调整他们的态度和行为,而高债权人意识员工的态度和行为很少的受到他们在企业所得利益多少的影响,他们经常超水平满足雇主的期望和要求。

(

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Rousseau(1990) MBA

(2008)

Coyle - shapiro

(2)。

表 2 人格特征与心理契约违背感知研究总结

(Raja ,2004)
(Raja ,2004; Ho ,2004; ,2009; Orvis ,2008)
、 (Coyle - shapiro Neuman,2004; ,2008; Rousseau,1990)
、 (Herriot ,1997;Rousseau,2001; Vasta Brockner,1979; Chiu Peng,2008)

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四、总结及研究展望

1.

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3.

Cooper Withey (2009)

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,1998;

,2007),

(Helena

4.

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2.

“NEO-PI-R”

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“ ”

(2003)、

(2005)

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“ ” ”

(,2006)。

(2008)

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5.

(Arshad Sparrow, 2009),

(Altman Post, 1996)。

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Review of the Researches on Relationship between Employees' Personality and Psychological Contract in Organization

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Abstract: The study on the relationship between employees' personality and psychological contract in organization is very important to forming good employment relationship, perfecting human resource strategy, promoting the employee's physical and psychological health and enhancing the performance of employees and organization. This article systematically reviews the research literature on the relationship between employee's personality and the types of psychological contract, the relationship between employee's personality features and the influence of employees on psychological contract breach perception and, based on this, points out the insufficiency and some problems needing to be further studied in the field of the relationship between employees' personality and psychological contract.

Key words: personality feature; psychological contract; psychological contract breach