**THE HR PROFESSIONAL**

**Learning Outcome 1: ACTIVITY 6**

**GROUP ACTIVITY**

**The changing psychological contract**

**Aim:**

The aim of this activity is to consider how the psychological contract is changing in light of global influence and integration.

**Objectives:**

* To consider the changing nature of the psychological contract form the view point of managers, employees and HR.
* To draw out implications for organisational practice.

**Task brief:**

Working in three groups, the class will explore the changing nature of the psychological contract in light of global trends and changing expectations in society. In your group discuss the questions shown below and prepare a short summary of your discussions:

Management group:

1. What is most important to you to have in the contract?
2. What do employees do that you would consider a breach of the contract?
3. How would you ensure that a contract with an employee remains?

Employee group:

1. What is most important to you to have in the contract?
2. What do employers do that you would consider a breach of the contract?
3. How would you ensure that the contract with an employer remains?

HR Manager group:

1. From an organisational perspective what do you feel should be in the contract?
2. What actions can you take to promote or maintain the contract?
3. How can you ensure the contract is not broken?

**Resources:** Flipchart paper and pens.

**Outcomes:** You will present a summary of your findings enabling the differences and similarities and implications to be discussed by the class.

**Time:** 30 minutes group discussion and development of a revised approach.