

Reconstruction of the Psychological Contract System of Human Resource Management from a New Human Resource Perspective

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Abstract: With the rapid development of society, human resource management is facing new challenges. As a recessive contract between employees and organizations, psychological contract has an important impact on employees' work attitude, satisfaction and loyalty. From the perspective of new talents, this paper discusses the reconstruction path of psychological contract system of human resource management, aiming to improve employees' work enthusiasm and organizational performance.

Keywords: New talent; Human resource management; Psychological contract; Reconstruction

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Introduction:

In the era of knowledge economy, human resources become the core competitiveness of organizations. As an implicit connection between employees and organizations, psychological contract has an important impact on employees' work attitude, satisfaction and loyalty. The traditional psychological contract theory mainly focuses on the one-way relationship between employees and organizations, while the new psychological contract system from the perspective of human resources pays more attention to the two-way interaction between employees and organizations. Therefore, the reconstruction of psychological contract system is of great significance to improve organizational performance and employee satisfaction.

1. Characteristics of psychological contract

1.1 Subject-object bidirectional

From the definition of psychological contract, it is a kind of psychological activity involving subject and object generated between the organization and the employee based on the expected goal. This kind of activity is a tacit understanding and mutual trust between the organization and employees, which is built on mutual expectations and commitments. In the process of concluding psychological contract, both the subject and the object have their own needs and expectations. The organization pursues the results of the labor of the employees, while the employees pursue the material returns of the unit. This mutually beneficial and win-win relationship constitutes the core content of psychological contract. At the same time, psychological contracts are also two-way. It is not only what the organization expects from its employees, but also what the employees expect from the organization. This two-way nature makes psychological contracts more complex and subtle^[1].

For employees, the results of their labor are closely related to the material return of the unit. Employees through hard work, create value for the unit, so as to obtain the corresponding material returns. For the unit, it is the pursuit of labor, hoping that employees can do their best to work for the unit and create more value. The needs and expectations of both the subject and the object, and the

expectations of the other side, constitute the content subject of an invisible contract. The existence of this invisible contract makes both parties more cautious and rational in their behavior and decision-making. For the effectiveness of psychological contracts, it depends on the fulfillment of the expectations of the other party. If the organization can meet the expectations of employees, employees will be more motivated to work for the organization and create more value. On the other hand, if employees' expectations are not met, they will lose motivation and confidence, resulting in lower work efficiency. Therefore, the effectiveness of psychological contracts is based on mutual trust and mutual benefit. Only when both parties are able to fulfill their commitments and expectations can the psychological contract play its greatest role, bringing more benefits and returns to the organization and employees.

1.2 Dynamic variability

Psychological contracts are different from textual contracts in many ways. A text contract defines the rights and obligations of both parties in the form of text. Once it takes effect, its content is relatively fixed and difficult to change. Psychological contracts, on the other hand, are influenced by time and external factors, so the content may be adjusted accordingly. There are differences in psychological contracts between different organizations. This is because each organization's culture, values, management style, etc. are different, and these factors will affect the content of psychological contracts. In addition, the psychological contract content of the same organization may be different in different periods and stages of development. This is because as the organization grows and changes, so do expectations and perceptions between employees and the organization.

From the perspective of employees, with the changes of production factors such as working environment and salary, employees will adjust the content of their psychological contract accordingly. For example, if employees feel that the company's compensation package is below the market level, they may have less trust in the company and adjust the psychological contract between themselves and the company. From the perspective of employers, it is also very important to adjust the psychological contract of recognition of employees' work ability based on their performance. If employees perform well, employers may trust them more and adjust their expectations and requirements.

1.3 Subjectivity

A psychological contract is an intangible, subjective feeling that involves mutual expectations and feedback between employees and the organization. Although it cannot be measured by specific figures, it has a profound impact on the working attitude of employees and the operational efficiency of the organization^[2]. Employee expectations are the result of a combination of factors, including industry policies, market conditions, management systems, and organizational culture, as well as the emotions and attitudes of co-workers around them. Similarly, the evaluation criteria of employees' performance, ability and loyalty are not static, and they are affected by various factors such as employees' personal status, work performance and interpersonal relationships.

The role of subjectivity is more pronounced in smaller or less institutionalized units. In the mutual relationship between employees and organizations, psychological contract plays a crucial role. If both parties have a good understanding and communication of each other's expectations and feedback, then the relationship between them will be more harmonious, which will improve the motivation and efficiency of employees. On the contrary, if the psychological contract is not well established and maintained, then the employee's working attitude may become negative, and even lead to the loss of talents. Therefore, for enterprises and organizations, in order to maintain the enthusiasm and efficiency of employees, we must pay attention to the establishment and maintenance of psychological contracts.

2. The reconstruction path of the psychological contract system of human resource management from the new human resource perspective

2.1 Direct Construction

The direct path in the organization mainly involves two aspects: one is the direct path between the organization leader and the employee, and the other is the exchange path between the employee and the abstract organization. Fairness is the primary consideration when implementing policies, regulations and systems. In order to achieve fairness, organizations need to build a platform for employees to realize value and give them corresponding compensation^[3]. In addition, fair assessment and promotion channels as well as competitive salaries are also very important. When employees recognize the values of the organization and improve their job skills, they will consciously safeguard the collective interests of the organization and comply with various rules and regulations. In this process, the organizational leadership role of the unit leader is very important. Their speech and behavior not only represent the individual, but also represent the image and cultural positioning of the organization. Organizational leaders exchange with employees on the basis of equality. In addition to material distribution, business development, and job advancement, leaders are responsible for

providing an environment in which employees achieve value, a sense of belonging, respect, and trust. Only in this way can employees establish a long-term and stable contractual relationship with the organization and contribute their strength to the development of the organization.

2.2 Indirect Construction

Middle and grass-roots cadres play an important role in the organization. They are not only the executor of the company's rules, regulations and policies, but also have certain management rights. From the perspective of employees, the middle and grass-roots cadres are the representatives of the interests and responsibilities of the organization, and play the role of connecting superior leaders and grass-roots employees. Their actions and decisions have a direct impact on the organization's performance and the well-being of its employees. Therefore, middle and grass-roots cadres should practice and spread the values of the unit, trust and respect every employee. In order to make employees feel this kind of care and recognition, middle and grass-roots cadres should give employees comprehensive systematic training, so that employees feel their value and importance in the organization. Employees, in turn, experience a sense of feedback based on psychological contracts. When employees feel the trust and respect of mid-level cadres, they will be more committed to their work and strive to improve their business level. This sense of feedback is based on an employee's sense of identity, and when employees feel that they are recognized and appreciated by the organization, they will devote themselves more wholeheartedly to their work. This feedback of "employee obligation" is based on "supervisor responsibility", forming an interdependent and mutually reinforcing relationship. The psychological contract between the unit and the employee is dynamic and diverse, which can be the conclusion of a single path or the interleaving of multiple paths. This kind of conclusion and exchange is constantly developing, and the path and content of the conclusion need to be adjusted constantly with the perspective of development. Only through the efforts and cooperation of both sides can the maximum value and effect of psychological contract be realized.

Conclusion

In the new human resource perspective, the reconstruction of human resource management psychological contract system is of great significance to improve organizational performance and employee satisfaction. Through the direct and indirect way to build a psychological contract system, it can better meet the expectations and needs of employees, improve the enthusiasm and loyalty of employees. In the future, with the development of society and the progress of technology, psychological contract theory will continue to improve and develop, and provide more effective guidance for human resource management.

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