RESTRUCTURING AND ITS IMPACT ON PSYCHOLOGICAL CONTRACT: A PERSPECTIVE

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ABSTRACT

Today the companies are in need of restructuring. The restructuring is important to make the organization more profitability. Improve efficiency, prevent bankruptcy, solving problems, making better decisions, keep technology up to date, or implement strategic or governance of change to sustain in competitive environment on the other side employees are not ready for the change so the psychological contract of the employees is effected because of challenges employees faces during the change process as job insecurity, downsizing and adapting to new environment.

KEY WORDS: Restructuring, Psychological Contract.

References


