

心理契约研究综述与展望

一、本文概述

Overview of this article

心理契约，作为组织行为学和人力资源管理领域的重要概念，自20世纪60年代提出以来，一直受到广泛关注和深入研究。心理契约研究旨在探讨员工与组织之间隐性的、未书面化的相互期望和理解，这些期望和理解对于员工的工作态度、行为以及组织的绩效具有显著影响。本文旨在对心理契约研究进行全面的综述与展望，梳理心理契约理论的发展历程、主要研究成果和当前研究热点，以期为未来的研究提供理论参考和实践指导。

Psychological contract, as an important concept in the fields of organizational behavior and human resource management, has received widespread attention and in-depth research since its proposal in the 1960s. The study of psychological contracts aims to explore implicit and unwritten mutual expectations and understandings between employees and organizations, which have a significant impact on their work

attitudes, behaviors, and organizational performance. This

article aims to provide a comprehensive review and outlook on the research of psychological contracts,sort out the development process,main research achievements,and current research hotspots of psychological contract theory,in order to provide theoretical reference and practical guidance for future research.

本文将对心理契约的概念定义进行梳理，明确心理契约的内涵和外延。回顾心理契约理论的发展历程，分析不同阶段理论的特点和发展脉络。接着，重点介绍心理契约的影响因素、心理契约违背及其后果、心理契约与员工行为及组织绩效的关系等方面的研究成果，展示心理契约研究的深度和广度。结合当前的研究趋势和实践需求，对心理契约研究的未来发展方向进行展望，提出可能的研究议题和方法创新。

This article will sort out the concept definition of psychological contract,clarify the connotation and extension of psychological contract.Review the development process of psychological contract theory,analyze the characteristics and development trends of theories at different stages.Next,the research results on the influencing factors of psychological

contracts, psychological contract violations and their consequences, and the relationship between psychological contracts and employee behavior and organizational performance will be emphasized, demonstrating the depth and breadth of psychological contract research. Based on current research trends and practical needs, this paper looks forward to the future development direction of psychological contract research, and proposes possible research topics and methodological innovations.

通过本文的综述与展望，我们期望能够为心理契约研究领域的学者和实践者提供一个全面、系统的理论框架和研究视角，推动心理契约研究的深入发展，为组织管理和人力资源管理提供有益的启示和建议。

Through the review and outlook of this article, we hope to provide a comprehensive and systematic theoretical framework and research perspective for scholars and practitioners in the field of psychological contract research, promote the in-depth development of psychological contract research, and provide useful insights and suggestions for organizational management

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