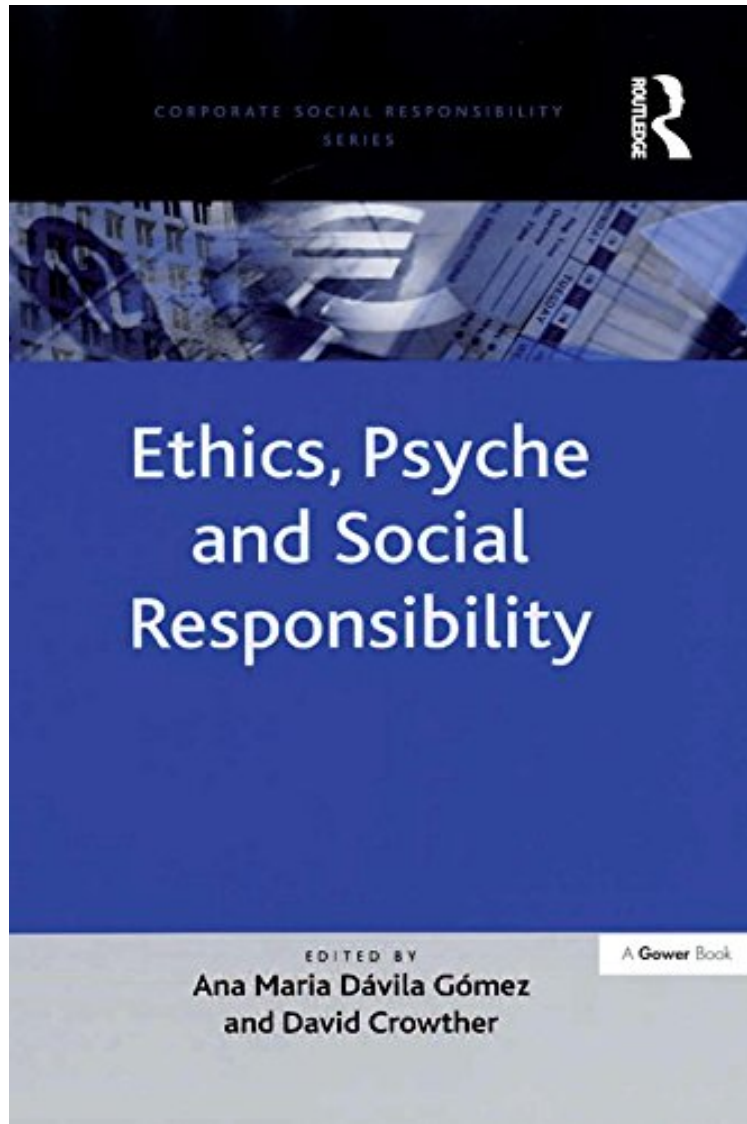


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The last few decades have seen significant changes in the structure of business organizations, including downsizing,

outsourcing and flattened management structures. The effects on employees have been considerable. In this context the importance of the psychological contract between employer and employee has been overlooked, and there is uncertainty about what can be done to bring about changes to this contract and ultimately the future of organizations. This important book considers the psychological aspects of organizational life, particularly in the context of firms' ethical behaviour and its implications for corporate social responsibility. The authors consider the effects of corporate activity and change on individuals, not just in their working lives, but also in their family and social lives. They address a diverse number of topics from a variety of theoretical standpoints in an ongoing attempt to redress this neglected field of research.

From the Back CoverThe last few decades have seen significant changes in the structure of business organizations, including downsizing, outsourcing and flattened management structures. The effects on employees have been considerable. In this context the importance of the psychological contract between employer and employee has been overlooked, and there is uncertainty about what can be done to bring about changes to this contract and ultimately the future of organizations. This important book considers the psychological aspects of organizational life, particularly in the context of firms' ethical behaviour and its implications for corporate social responsibility. The authors consider the effects of corporate activity and change on individuals, not just in their working lives, but also in their family and social lives. They address a diverse number of topics from a variety of theoretical standpoints in an ongoing attempt to redress this neglected field of research.

About the AuthorAna Maria Davila Gomez is Assistant Professor in the Department of Administrative Sciences, University of Quebec, Canada. David Crowther is Professor of Corporate Social Responsibility at De Montfort University, UK, and Visiting Professor of Corporate Social Responsibility, Yildiz Technical University, Turkey.