Abstract

Attraction and retention of information technology (IT) workers are critical in today’s changing and global environment. Their psychological contract represents a transformation in the employer-employee relationship. This signifies a major challenge to human resource management in the need to change work practices and organisational structures. The integration of Maslow’s hierarchy of needs may provide a mechanism for tailoring psychological contracts more specifically to the needs of the organisation and workers.

PLEASE REFER ANY ENQUIRIES ABOUT THIS WORKING PAPER TO THE AUTHOR

peter.holland@buseco.monash.edu.au