

Idiosyncratic deals at work: A research summary

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ABSTRACT

Increasingly established in applied psychological research, the construct of idiosyncratic deals (i-deals) describes non-standard work and employment conditions, negotiated between individual employees and employer agents, such as supervisors or HR managers. Contents include personal flexibility in work hours, special job tasks, and career support. Unlike illegitimate preferential treatment, i-deals are based on procedural justice and intended to benefit both individual and organization. These and other assumptions are outlined, followed by a review of eight correlational studies on flexibility and development i-deals. Organizational, interpersonal, and individual antecedents are summarized along with outcomes related to individual and organizational benefits and mediating processes. Implications and limitations are discussed and conceptual and practical issues raised.

Keywords

Individual negotiation – human resource practices – working time flexibility – development opportunities – work design – antecedents and outcomes

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