This is an on-going project: a research process in Human Resource Management and Development. Descriptions and definitions of the Psychological Contract first emerged in the 1960s, notably in the work of organizational and behavioral theorists Chris Argyris and Edgar Schein. Psychological Contract is an increasingly relevant aspect of workplace relationships and wider human behavior. It is likely to affect performance of an organization as employees and employers continue to experience each other in the organization, having certain uncommunicated expectations. This research seeks to confirm or disconfirm the basic facts of Psychological Contracts based on the definition: That PC it is the set of unwritten expectations concerning the relationship between an employee and an employer. The psychological contract addresses factors that are not defined in a written contract of employment such as levels of employee commitment, productivity, and quality of working life, job satisfaction, attitudes to flexible working, and the provision and take-up of suitable training. Expectations of both employer and employee can change, and therefore the psychological contract must be reevaluated at intervals to minimize misunderstandings. The Psychological Contract is a deep and varied concept and is open to a wide range of interpretations and theoretical studies.

Primarily, the Psychological Contract refers to the relationship between an employer and its employees, and specifically concerns mutual expectations of inputs and outcomes. It is usually seen from the standpoint or feelings of employees, although a full appreciation requires it to be understood from both sides. Simply, in an employment context, the Psychological Contract is the fairness or balance between: how the employee is treated by the employer, and what the employee puts into the job. At a deeper level the concept becomes increasingly complex and significant in work and management, especially in management and in large organizations.

Theory and principles of the Psychological Contract can also be applied beyond the employment situation to human relationships and wider society, which brings on the Counseling benefits in organizations. However in traditional theories of management and behavior, Psychological Contract and its ideas have been quite fluid. This means they are yet to be fully defined and understood, and are far from being widely recognized and used in organizations, hence a gap to be addressed by this research. The effects of Psychological Contract will be examined in this research.
Of great importance to note is that the writer of these programs has many years of experience, studied and taught them for many years (approximately 12 years) in the University of Nairobi and other Institutions. Has prepared many Counselors, Spiritual Directors, Organization Managers and Secondary School teachers, to fit well in the society and places they qualify to serve as professionals. This is evidenced by her expansive Curriculum Vitae and Certificates.