



PSYCHOLOGICAL CONTRACTS THE MEANS TO PROTECT HUMAN RIGHTS

Dr. Nazima Afzal Nzaad

ABSTRACT :

The protection of Human rights is the demand for socio economic prosperity and well being of society therefore many organization came forward to protect human rights among these united nations is the first Agency which can forward by means of Universal declaration adopted in the year 1948 in the first legal document it sets out for the first time the fundamental human rights to be universally protected since its adoption in 1948 UDHR, as it has been noticed that the origin of human rights protection has been translated in early scripts of human rights jurisprudence Magna Carta 1512 Vs Bill of Rights along with Declaration of US independence French Declaration Protection of rights of Men, the human rights protection have significance of its own this concept also had been evolved in the scripts of ancient jurisprudence basically the Natural law which is divine based theological stage of jurisprudence based on logical reasoning protection for good and punishment for evil, to speak in the context of psychological contract which are not the written contract but binds with mutual obligation and also favours the philosophy of human rights by means of avoidance of illbehavior at work place ensuring liberty dignity freedom of speech and expression along with satisfaction of employees all these aspects favours to become motivational tool for the employees so that the employees contributes their great efforts for the organization.



KEY WORDS : Protection of human rights employees motivation unwritten contracts human welfare.

INTRODUCTION :

Majority of people across the globe indulge in the practices employment and acknowledge it as it is the best means of security. As the psychological contracts are unwritten contract but have great significance on the ground of its obligations.

Many companies across the globe had adopted the competitive HR policy for the purpose of making organization compatible to meet the current demands of competitiveness therefore the companies usually enter into the contract with the employees at the time of their recruitment and selection this contract is binding obligation for both employer and employees but there are some unwritten contracts which gives psychological satisfaction for employee on ground of mutual obligations, these psychological contracts plays a catalyzing role to influence behavior of employees along with motivation for the purpose of task accomplishment for the organization psychological contracts the means of protection human rights as the concept of Human rights attributes to broad ambit of right to life under Article 21 of constitution of India. The broad scope of this article correlates liberty dignity freedom of speech and expression right of equality and even right of education therefore

the human rights subsequently linked with all the rights which are associated with human life and well being of mankind therefore many resolutions convention had been passed by united nation declaration for human rights which talks about protection of human rights and become mandate legislation for all its member signatories now it become necessary to say that human rights became the matters of paramount consideration not only from the perspectives of national sphere but also from the context of international enforcement many countries in the world have contribution in its growth share of economy a great percentage from service sector the concept of service attributes to start of employment and employee relationship which seeks protection under many legislation of labour laws under constitutional validity and constitutional frame work. If it is the case of dispute between employer and employee the shelter for resolution provided under broad ambit of industrial dispute Act and if it is the case of working conditions of employees the remedy is provided under the Factory Act, and more over if the matter related with employers safety it can be delt under work men compensation act, last but the least if any matter related with employees benefits and remuneration it can be resolved under Wages Act, and Bonus Act respectively all these above prescribed Acts, provided benefits for employees by one way or the other apart from these many employees in modern corporate sector has witnessed toxic and in human behavior this will become the great issue for employers and employee relationship and drag attention for mutual obligation under psychological contract although the psychological contracts are unwritten contract but have greater significance on the ground of its obligation and applications satisfaction of employees in perspectives of psychological contracts automatically translates into the mutual obligation and it creates healthy environment and healthy working conditions for employees and acts as best means for enforcement of human rights, human rights and their protection is the matter of paramount consideration for all the nations across the globe therefore many mandate legislations and constitutions of various countries allows a great place for human rights enforcements the fundamental rights of Indian constitution which are placed in part three of the constitution have greater significance for protection of human rights and even though US B. 11 of digits which do give greater explanation on enforcement of human rights therefore it is necessary statement protection of human rights is foundation for evolution of human civilization and also became the integral part of Human resource management on the grounds of protecting rights of employees and their benefits many scholar of human resource management plays a greater attention to human rights and psychological contract which they spoke about the competitive HR policy and competitive compensation policy for the purpose of driving employee satisfaction and their well being, the another great advantage of psychological contract and its satisfaction along with employees satisfaction that employee performance in an organization ranked upto the mark along with application of knowledge experience excellent competencies skills all these aspects becomes greater contributor of organization and development

REFERENCES :

- Human resource management by srinivas.
- Human resource management by Snell & Bohlar UN declaration of human rights.