

## **PSYCHOLOGICAL CONTRACT WITH COMPANY TOP-MANAGERS TEAM BEFORE A MERGER**

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**Purpose:** to expose the reflexive technology of creating psychological pre-conditions of organizational merger realization. The investigation was carried out as a case study of the process of merger of two leaders at the Ukrainian market of mineral water. Theoretical background of creating the technology of signing a psychological contract is a conception of the group reflection (M. Naydonov, 1989). Here is proposed the technology of reflexive training and practical work which was held with top-managers from one of the merger companies as the first stage of a large-scale project providing the organizational merger. The purpose of this stage was a psychological contract about organizational and personal development in a new situation which includes re-comprehension of perspectives of the organization development in merger context and group self-evaluation psychological readiness for support and realization these perspectives, the explication of essence stereotypes, fears, participants' values, breaking a value of the naïve identification with "native" company, acquisition of higher-level meta-values (of uncertainty, creativity etc.).

**Results:** 1. establishment of a psychological contract with top-managers leads to a growth of creative activity of the group and generation of an idea and principals of personnel merger as a public competition.

**Conclusion:** **Psychological contract is recommended for organization top-managers teams for providing vitality of a post-merger organization.**