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[21st Century Management: A Reference Handbook](#) - Charles Wankel 2007-12-17

The Handbook of 21st Century Management provides authoritative insight into the key issues for students in college or corporate courses

with a particular emphasis on the current structure of the topic in the literature, key threads of discussion and research on the topic, and emerging trends. This resource is useful in structuring exciting and meaningful papers and

presentations and assists readers in deciding on management areas to take elective coursework in or to orient themselves towards for a career. Indeed, familiarity with many of the topics in this Handbook would be very useful in job interviews for positions in business.

Handbook of Families and Work - D. Russell Crane 2009

This handbook is designed to illuminate issues involved in the intersection of family life and paid employment from a broad range of disciplines. These contributions by leading national and international work-family scholars represent state-of-the-art summaries of research. Topics include emerging work-family topics such as work-family facilitation and families and work in a global context. Special importance is given to differentiating the influence of workplace flexibility in making the relationship of work to family more positive. Other articles examine the role of gender and generation in understanding the family-work

interface. This volume examines an often-overlooked topic in work-family literature: fathers and the influence of their work environment on the job to family relationships at home. New perspectives related to maternal employment are also presented. Whether you are a researcher, teacher, business professional, or student, *Handbook of Families and Work: Interdisciplinary Perspectives* is essential if you want the latest in work-family research.

Managing Human Resources - Stephen Bach 2009-02-09

This new and thoroughly revised edition of the best selling *Personnel Management* text by Stephen Bach provides an authoritative analysis of the latest developments in the field for students and professionals. New chapters reflect the importance of the EU dimension; the new diversity/race agenda led by Brussels; the extended, network organization; new training practices; and the growing importance of MNCs,

both for the UK economy as a whole and as a guide to best practice; clearly and comprehensively explains the current complex HR scene with its different levels and layers
The Nature and Pattern of Family-friendly Employment Policies in Britain - Dex, Shirley 2002-05

There is need for a more detailed understanding of employers' motivations for offering flexible working and the outcomes of different policies and practices for both employers and employees. This report draws on data from a large-scale national survey of workplace employee relations (WERS) to fill these gaps in our knowledge and understanding. It is the first time these issues have been explored through analysis of such a large and representative sample of companies and employees.
[Working Families](#) - Rosanna Hertz 2001-09-30

"Working Families is a pioneering study by scholars of great capability and insight. This book is a gold mine of observations and information

about new approaches to the study of work and family."—Arlene Daniels, co-editor of *The Most Difficult Revolution* "Hertz and Marshall have pulled together an impressive collection. The range of well-known authors provide a broad perspective by looking at both women and men across class, work site, and race. Working Families provides cutting edge and original contributions that go well beyond previous research on work and families."—Naomi Gerstel, author of *Families and Work* "The information age is transforming family life and the relationships between families, the workplace, and larger society. Working Families moves the discussion of work and family beyond the simplistic notion of 'balancing' by examining the complexity and diversity of everyday family life, as well as the wider economic and political contexts of our current dilemmas."—Arlene Skolnick, author of *Embattled Paradise: The American Family in an Age of Uncertainty* "The worlds of

work and family in which we live our lives are ever more complex. This important volume sheds lights on the issues faced by working families at home, at work, and in their community."—Kathleen Christensen, Director, Program on Working Families, Alfred P. Sloan Foundation

The Work-Family Challenge

- Suzan Lewis 1996

'This book is a treasure trove of evidence and debate and is essential reading for anyone interested in human resource management and, indeed, in the relationships between work, employment and society'

- British Journal of Industrial Relations

[The Future of Work: The Insights You Need from Harvard Business Review](#) - Harvard Business Review 2021-08-17

The future is here. How is your organization responding? Amid the turbulence of a global pandemic, worldwide social justice movements, and accelerated digital transformation, one thing is clear—work will no longer be

the same. Employees now expect a flexible, inclusive workplace and a deeper connection to their employer. Organizations must commit to doing good for their people and communities. What should you and your company be doing to adapt? The Future of Work: The Insights You Need from Harvard Business Review will provide you with today's most essential thinking about creating a work-from-anywhere organization, harnessing AI as part of your team, creating an inclusive culture, and building a purpose-driven organization. Business is changing. Will you adapt or be left behind? Get up to speed and deepen your understanding of the topics that are shaping your company's future with the Insights You Need from Harvard Business Review series. Featuring HBR's smartest thinking on fast-moving issues—blockchain, cybersecurity, AI, and more—each book provides the foundational introduction and practical case studies your organization needs to compete

today and collects the best research, interviews, and analysis to get it ready for tomorrow. You can't afford to ignore how these issues will transform the landscape of business and society. The Insights You Need series will help you grasp these critical ideas—and prepare you and your company for the future.

Flexible Work Arrangements - Lisa Fisher 2017-07-25

In this in-depth account of one organization's struggle with flexible work arrangements, Fisher identifies the internal logic of the work environment, specifies underlying structural and cultural mechanisms impeding flexibility, and defines a path toward using these learnings to make flexibility work in more American companies.

Business - 2003

Managing Diversity in Today's Workplace: Strategies for Employees and Employers [4 volumes] - Michele A. Paludi 2012-04-23

This four-volume set provides updated empirical research

and best practices for understanding and managing workplace diversity in the 21st century, including issues of gender, race, generation, disability, sexual orientation, national origin, and age.

Managing Work-Life Balance in Construction - Helen Lingard 2009-04-09

Work in the construction industry is particularly tough. It demands excessively long hours and frequent weekend work. Other characteristics are particularly marked, such as re-location, job insecurity and distinctive behavioural patterns, which negatively affect employees' personal lives further. Work-life balance has emerged as one of the most pressing management issues in the 21st century. For construction managers dealing with traditional models of work and rigid work schedules, the issue may be especially difficult to manage, and yet the work-life balance is now recognised as an issue of strategic importance to the construction industry. It is critical to the construction

industry's continued ability to attract and retain a talented workforce, and it is also inextricably linked to organizational effectiveness and employees' well-being. This book presents the argument for the management of work-life balance in the construction industry. It maps the changes to the workforce demographic profile and the changing expectations relating to work and personal life that occurred during the second half of the 20th century. Legal imperatives for managing work-life balance are set out. It also presents work-life balance theory and discusses the practical implications of research, along with extensive empirical data collected from the industry. Lastly, practical advice is provided about what construction organizations can and should do to manage work-life balance. This provides a unique guide to a key issue.

Flexible work arrangements: The Nordic Gender Effect at Work - NIKK, Nordic Information on Gender

2018-08-20

Promoting gender equality at work is not only a matter of rights; it is the smart thing to do from the perspective of inclusive growth. The Nordic region is a case in point, as it has come to represent the 11th largest economy in the world, not despite policy commitments to gender equality and social justice, but because of it. The Nordic countries have robust economies and good living conditions, where both women and men have high labour force participation rates. However, the gender pay gap is persistent and occupational segregation continues to hinder gender equality. The Nordic Gender Effect at Work briefs share the collective Nordic experience in investing in gender equality including parental leave, childcare, flexible work arrangements, leadership and equal opportunities at work, and seek to make further progress through cooperation.

Strategies in Addressing Psychological Injuries at

Work in Economically Transitioning Societies - Wei Guo 2022-11-03

Flexible Work Arrangements - Benjamin H. Gottlieb 1998-05-08

Dramatic changes in the composition of today's workforce combined with intense competitive pressures on employers, call for new ways of structuring where, when, and how employees accomplish their job responsibilities. This book makes the business case for flexible working in an organization, and shows how flexitime, job sharing, telecommuting, and compressed work weeks can be used as strategic management tools. Key features: * identifies ways flexible work arrangements can be designed to enhance the personal well-being and job performance of employees, while improving the corporate bottom line. * provides a comprehensive, systematic framework for planning and implementing flexible work arrangements,

including handy questionnaire style forms assessing employee needs and evaluating the impacts of flexible job arrangements. * uses case studies and calls on advice from those with experience in diverse organizations in order to show how to position flexible work arrangements and optimize their beneficial effects. Managers and HR managers should read this book if they are contemplating or embarking upon more flexible options for scheduling work and assisting employees to achieve a healthy balance between their jobs and the rest of their lives. It provides practical answers and how-to guidelines for designing a more flexible workplace.

Human Resource Management - Michael Müller-Camen 2008-01-31

Human Resource Management: A Case Study Approach is ideal for all HR students with limited real-life experience of HR in the workplace. Covering all the essential HR topics including recruitment, reward, performance management,

employment relations, health and safety and equality and diversity, this book expertly uses case studies of these activities and issues in the real world to truly show HR in practice. Closely structured around the changing role of the HR function, *Human Resource Management: A Case Study Approach* provides expert guidance on HR processes and practices in the modern workplace while also looking forward to the role of HR professionals in the future. Packed with case studies, international examples and global research, this is an essential resource for all students of HR from the beginning of their studies right through to graduation and into the workplace. Online resources include powerpoint slides and lecture notes for tutors and additional case studies and multiple choice questions for students.

The Influence of Covid-19 on Employers', Managers' and Workers' Perception of Flexible Work Arrangements
- 2021-07-06

Master's Thesis from the year 2020 in the subject Business economics - Business Management, Corporate Governance, grade: 1,7, University of Bamberg, language: English, abstract: During the Covid-19 pandemic, the characteristics of flexible work arrangements changed from mainly voluntary to compulsory. Previous studies have mainly focused on quantitative surveys. However, no research has been conducted to date into whether and to what extent the perception and the effects on subjective well-being differ between the levels of hierarchy. To investigate the influence of the changed conditions, twelve professionals were interviewed. As the questioning is aimed in particular at differences with regard to the hierarchical level, four persons without leadership responsibility, four persons with leadership responsibility and four CEOs were included in the study. Within the framework of a mixed-method research design,

semi-structured interviews were conducted and a accompanying quantitative questionnaires evaluated. The qualitative interview data analysis was based on the qualitative content analysis proposed by Mayring. The structure of this master's thesis is divided into several chapters, which will be briefly presented in the following. Chapter 2 describes the Affective-Events-Theory, which is the theoretical guideline of this thesis. Subsequently, it is explained why a high level of subjective well-being of employees is of great importance for a company and has consequences. Thereafter, for the current perception of the employees, flexible work arrangements and the various factors that contribute to this should be used, due to their topicality, to draw on studies shortly before the Covid-19 pandemic (2018 - 2019). In contrast to this, up-to-date studies on perception were presented and evaluated. Chapter 3 „Methodology“ presents the research concept

based on a mixed-method approach and describes the analysis's own approach using the qualitative content analysis by Mayring. In addition, this section will introduce the selection criteria and the sample of interview participants. In the fourth chapter, the nine content categories found and their results will then be presented and evaluated. In addition, the quantitative results of the questionnaires from the sample will be evaluated. Finally, the findings are merged and jointly evaluated and interpreted. Chapter 5 describes the implications for theory and practice and describes the limitations and directions for future research. Finally, the study is reflected on the scientific principles and an outlook on the future and current developments is given. Work and Quality of Life - Nora P. Reilly 2012-05-31 Employees have personal responsibilities as well as responsibilities to their employers. They also have rights. In order to maintain

their well-being, employees need opportunities to resolve conflicting obligations. Employees are often torn between the ethical obligations to fulfill both their work and non-work roles, to respect and be respected by their employers and coworkers, to be responsible to the organization while the organization is reciprocally responsible to them, to be afforded some degree of autonomy at work while attending to collaborative goals, to work within a climate of mutual employee-management trust, and to voice opinions about work policies, processes and conditions without fear of retribution. Humanistic organizations can recognize conflicts created by the work environment and provide opportunities to resolve or minimize them. This handbook empirically documents the dilemmas that result from responsibility-based conflicts. The book is organized by sources of dilemmas that fall into three major categories: individual, organizational

(internal policies and procedures), and cultural (social forces external to the organization), including an introduction and a final integration of the many ways in which organizations can contribute to positive employee health and well-being. This book is aimed at both academicians and practitioners who are interested in how interventions that stem from industrial and organizational psychology may address ethical dilemmas commonly faced by employees.

The Oxford Handbook of Work and Aging - Jerry W. Hedge
2012-04-19

Global aging, technological advances, and financial pressures on health and pension systems are sure to influence future patterns of work and retirement. This handbook offers an international, multi-disciplinary perspective, examining the aging workforce from an individual worker, organization, and societal perspective.

Mental Capital and

Wellbeing - Cary L. Cooper
2009-08-18

This major new reference presents The Foresight Mental Capital and Wellbeing Project (a UK Government project in the Government Office for Science). It offers a comprehensive exploration of how mental capital and wellbeing operate over the lifespan; how experiences in the family, in school, at work and following retirement augment or reduce mental capital and wellbeing, and the impact that this has for the individual and for the welfare and economic progress of the nation. Mental Capital and Wellbeing comprises a series of scientific reviews written by leading international scientists and social scientists in the field. The reviews undertake systematic analyses of the evidence base surrounding five key themes, on which they propose future policies will have to be based. An internationally renowned team of Editors introduce each theme and draw together conclusions in terms of both

policy and practice. Section 1 (Mental Capital and Wellbeing Through Life)- Mental capital refers to the totality of an individual's cognitive and emotional resources, including their cognitive capability, flexibility and efficiency of learning, emotional intelligence and resilience in the face of stress. The extent of an individual's resources reflects his or her basic endowment (e.g. genes and early biological programming), motivation and experiences (e.g. education) which take place throughout the life course. This section presents the very latest on the science of mental capital throughout life. Section 2 (Learning Through Life) provides a coherent overview of a fast-moving and complex field of policy and practice. Educational attainment has a considerable impact on physical and mental wellbeing, both directly and indirectly, by enabling people better to achieve their goals. The ability to continue learning throughout the

lifespan is critical to a successful and rewarding life in contemporary societies.

Section 3 (Mental Health and Ill-Health) draws together the most recent evidence about positive mental health as well as a range of mental disorders to consider their importance to the population and economy in terms of prevalence and disability and the wider burden on society. Section 4 (Wellbeing and Work) - It is estimated that 13 million working days are lost through stress each year, costing the economy over £3.7 billion per annum. This theme explores those drivers that influence the nature and structure of work and the impact this has on employee wellbeing. Section 5 (Learning Difficulties) - This theme provides a cutting-edge picture of how recent insights from genetics, cognitive and neuroscience improve our understanding of learning difficulties such as dyslexia, dyscalculia and attention-deficit-hyperactivity disorder. Reviews

focus on how current research can contribute to early diagnosis and improved intervention.

Communication Yearbook

36 - Charles T. Salmon
2012-10-02

Communication Yearbook 36 continues the tradition of publishing state-of-the-discipline literature reviews and essays. Editor Charles T. Salmon presents a volume that is highly international and interdisciplinary in scope, with authors and chapters representing the broad global interests of the International Communication Association. The contents include summaries of communication research programs that represent the most innovative work currently, with internationally renowned scholars serving as respondents to each chapter. Offering a blend of chapters emphasizing timely disciplinary concerns and enduring theoretical questions, this volume will be valuable to scholars throughout communication studies.

Flexible Work - Sarah H. Norgate 2020-04-20

Flexible Work: Designing Our Healthier Future Lives examines flexible working through the lens of social science, in particular using psychological perspective to address not only what forms of flexible working there are and how they are evolving but also their prospect in the future of work. Bringing together views from thought-leaders and underpinned by research evidence, this book addresses two of the most fundamental business challenges for large and medium organisations - mental health and productivity - calling for the bridging of science and policy to design flexible working for our future healthier lives. Growing from these foundations, this book explains the latest landscape in flexible working, looking at employee psychological health and productivity, including showing up for work sick. Perspectives are provided from around the world on leadership, line management, 'over attachment' with

technology, commuting, skill-based inequality and control over working time. Readers are offered insights into the relevance of flexible working for a diverse workforce - invisible disabilities, disabilities, older workers and blended families. Throughout, the book offers suggestions for shaping future policy, practice and research. Each chapter concludes with recommendations, making this essential reading for students, academics, human resource practitioners, policy-influencers, policymakers and professionals interested in flexible work.

Misbehaviour and Dysfunctional Attitudes in Organizations - A. Sagie 2003-09-12

Misbehaviour in organizations can be difficult for management to detect and correct, and as a consequence, the cost to organizations can be high. This book presents useful theories and empirical evidence that help to describe, explain, predict and control both attitudinal and

behavioural problems in an organizational setting. The book analyzes the current research, examines the causes of different types of misbehaviour, and makes suggestions for remedies and managerial practices that can help to reduce its occurrence and impact.

Work-life Policies - Ann C. Crouter 2009

"Sociological essays on policies that could help employees balance their workplace responsibilities with their other responsibilities. Policies examined encompass organizational policies, municipal policies, state policies, and federal policies. Workers s

The Changing Workforce - Ellen Galinsky 1993

Provides information on the programs and policies selected nonfederal employers have used to help their employees balance work and family responsibilities. Also describes how these employers decided they needed work/family programs, implemented them, and evaluated them. Finally,

the report compares federal and nonfederal efforts in this area, noting certain barriers to federal work/family programs. Charts and tables.

Career Management & Work-Life Integration - Brad Harrington 2007-05-16

Career Management & Work/Life Integration: Using Self-Assessment to Navigate Contemporary Careers is a comprehensive, easy-to-follow guide to managing contemporary careers.

Although grounded in theory, the book also provides an extensive set of exercises and activities that can guide career management over the lifespan. Authors Brad Harrington and Douglas T. Hall offer a highly useful self-assessment guide for students and other individuals who want to deal with the challenge of succeeding in a meaningful career while living a happy, well-balanced life.

APA Handbook of Industrial and Organizational Psychology - Sheldon Zedeck 2011

Age and Work - Hannes Zacher
2022

"The edited volume, *Age and Work* presents a systematic collection of key advances in theory, methods, and practice regarding age(ing) and work. This leading-edge collection breaks new ground by developing novel and useful theory, explaining underutilized but important methodological approaches, and suggesting original practical applications of emerging research topics. The book begins with a prologue by the World Health Organization's unit head for aging and health, an introduction on the topic by the editors, and an overview of past, current, and future workforce age trends. Subsequently, the first main section outlines theoretical advances regarding alternative age constructs (e.g., subjective age), intersectionality of age with gender and social class, paradoxical age-related actions, generational identity, and integration of lifespan theories. The second section

presents methodological advances regarding behavioral assessment, age at the team and organizational levels, longitudinal and diary methods, experiments and interventions, qualitative methods, and the use of archival data. The third section covers practical advances regarding age and job crafting, knowledge exchange, the work/non-work interface, healthy aging, and absenteeism and presenteeism, and organizational meta-strategies for younger and older workers. The book concludes with an epilogue by an eminent scholar in age and work. Written in a scientific yet accessible manner, the book offers a valuable resource for undergraduate and graduate students, academics in the fields of psychology and business, as well as practitioners working in the areas of human resource management and organizational development"--
Human Resource Management Practices for Promoting Sustainability - Atiku, Sulaiman

Olusegun 2020-09-18

In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human

capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

Effect of Flexible Working Hours on Work-Family Interface

- Dhanya S. Nair

2022-09-13

Organizations are adopting changes in their work management for getting established in this competitive world. More flexibility options are offered by keen and smart employers in order to reduce unwanted and underutilized time, energy and space. As massive benefits are generated as a result of work place flexibility, employees avail this option provided to them. There are many flexible work arrangements provided by employers and the types offered may vary from organizations to organizations. The predominant reason for employees to choose flexibility as cited by many researchers is to balance their work and family life. Many of the business giants now believe that the traditional 9-5 working hours has now weeded out of the box, and that new ways of scheduling work is essential. It was revealed from many studies that the adoption of flexible working arrangements by employees has grown substantially for the past few years. While employees provide

this option for reasons like increased productivity, job satisfaction and better recruitment and retention, employees view it as a tool to fulfil their work and family responsibilities. Work and Family are two closely linked terms for an individual. Work-Family Interface is a concept which explains about Work-Family Conflict and Work-Family Enrichment. Work-Family Conflict and Work-Family Enrichment are again bidirectional. While Work-Family Conflict describes how work interferes with family and vice versa, Work-family Enrichment says how work can prosper family and vice versa. Work-family conflict is said to occur when an individual faces difficulty in participating in work and family due to incompatible demands from both the roles. High levels of work-family conflict can lead to physical and mental health problems and low job performance. Work family enrichment occurs when participation in one role leverages the quality in the

other role. It can lead to job satisfaction, organizational commitment and life satisfaction.

Attitudes to Flexible Working and Family Life -

Houston, Diane M. 2003-12-17

This report is the first to examine attitudes towards flexible working and family life. Drawing on a study of over 1500 members of the AEEU and interviews with 53 shop stewards, the report addresses key questions around rights and benefits, employer's attitudes, gender differences and the effects of flexible working on health and well-being.

Family Disintegration - Anton Purcell 2002

The contemporary family is being distracted, disturbed and distraught by societal pressures from every direction. The nuclear family concept, believed crucial to child rearing, is becoming passé according to census data. Or has the wave of disruption to families crested? It is hoped that this bibliography will serve as a useful tool to researchers

seeking further information on families and the pressures being exerted upon them in the 21st century.

Balancing Jobs and Family Life -

Halcyone H. Bohlen 1981

The Flexibility Stigma - Joan C. Williams 2013-07-10

A compendium of research studies from some of the most prominent researchers studying the dynamics of workplace flexibility in organizational psychology, sociology, and law. They explore gender inequality in access to and rewards/punishments from flexible work schedules, paid leave, and telecommuting

Flexible Working in Organisations -

Clare Kelliher 2019-05-17
There is growing interest in flexible working, not only as a means to manage labour more efficiently and for greater agility, but also as a response to increasing concerns over well-being, work-life balance, and participation in the labour force of those with significant non-work commitments (e.g.

parents, carers, older workers). As a result, a comprehensive stream of literature on the benefits and challenges of flexible working has developed and led to a body of evidence on the implementation and outcomes of different forms of flexible working arrangements. This book assesses the current state of this literature as follows: Background: the authors review the different definitions that have been proposed, policy developments, availability and uptake. Outcomes from flexible working: the main chapters focus on the outcomes for employers (e.g. performance, employee retention, organisational commitment etc.), as well as for individual employees (e.g. well-being, job satisfaction etc.). Evaluation of extant knowledge: the authors comment on the existing literature and consider the methodological approaches adopted in the literature. Conclusion: suggestions for future research are proposed. Of interest to students, academics and policy-makers,

this book provides an expert overview of the empirical evidence and offers critical commentary on the state of knowledge in the field of flexible working and new forms of work.

I-deals: Idiosyncratic Deals Employees Bargain for Themselves - Denise Rousseau
2015-02-12

Employees with valuable skills and a sense of their own worth can make their jobs, pay, perks, and career opportunities different from those of their coworkers in subtle and not-so-subtle ways. Work at home arrangements, flexible hours, special projects - personally negotiated arrangements like these can be a valuable source of flexibility and personal satisfaction, but at the risk of creating inequality and resentment by other employees. This book shows how such individual arrangements can be made fair and acceptable to coworkers, and beneficial to both the employee and the employer. Written by the world's leading expert on the subject, I-deals:

Idiosyncratic Deals Employees Bargain for Themselves challenges traditional notions that standardization is the way to create workplace justice. The book is filled with real examples, cases, and supporting data. It expands conventional ideas of workplace fairness, provides details on the power that workers influence over their employment conditions, and spells out how employees and employers can channel this influence into mutually beneficial innovations. The book is "must reading" for students and scholars in the fields of human resource management and organizational behavior, and for managers and employees everywhere.

Handbook of Research on Comparative Human Resource Management - Chris Brewster 2012

This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's

leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

Work and Life Integration - Ellen Ernst Kossek 2004-12-13
Work-family researchers have had much success in encouraging both organizations and individuals to recognize the importance of achieving greater balance in life. *Work and Life Integration* addresses the intersect between work, life, and family in new and interesting ways. It discusses current challenges in dealing with work-life integration issues and sets the stage for future research agendas. The book enlightens the research community and informs the public debates on how workplaces can be made more family sensitive by providing contributions from

psychologists, sociologists, and economists who have not shied away from asserting the policy implications of their findings. This text appeals to both practitioners and academics interested in seeking ways to create meaningful lives.

Engaged Fatherhood for Men, Families and Gender Equality - Marc Grau Grau
2021

This aim of this open access book is to launch an international, cross-disciplinary conversation on fatherhood engagement. By integrating perspective from three sectors -- Health, Social Policy, and Work in Organizations -- the book offers a novel perspective on the benefits of engaged fatherhood for men, for families, and for gender equality. The chapters are crafted to engaged broad audiences, including policy makers and organizational leaders, healthcare practitioners and fellow scholars, as well as families and their loved ones.

Handbook of Work-Family Integration - Karen Korabik

2011-04-28

In today's industrialized societies, the majority of parents work full time while caring for and raising their children and managing household upkeep, trying to keep a precarious balance of fulfilling multiple roles as parent, worker, friend, & child. Increasingly demands of the workplace such as early or late hours, travel, commute, relocation, etc. conflict with the needs of being a parent. At the same time, it is through work that people increasingly define their identity and self-worth, and which provides the opportunity for personal growth, interaction with friends and colleagues, and which provides the income and benefits on which the family subsists. The interface between work and family is an area of increasing research, in terms of understanding stress, job burn out, self-esteem, gender roles, parenting behaviors, and how each facet affects the others. The research in this area has been widely scattered in journals in psychology,

family studies, business, sociology, health, and economics, and presented in diverse conferences (e.g., APA, SIOP, Academy of Management). It is difficult for experts in the field to keep up with everything they need to know, with the information dispersed. This Handbook will fill this gap by synthesizing theory, research, policy, and workplace

practice/organizational policy issues in one place. The book will be useful as a reference for researchers in the area, as a guide to practitioners and policy makers, and as a resource for teaching in both undergraduate and graduate courses.

Stress Between Work and Family - John Eckenrode
2013-06-29