

HANDBOOK OF FAMILIES AND WORK

INTERDISCIPLINARY
PERSPECTIVES

edited by
D. RUSSELL CRANE AND
B. JEFFREY HILL

Handbook Of Families And Work Interdisciplinary Perspectives

Michele A. Paludi



Handbook Of Families And Work Interdisciplinary Perspectives:

Handbook of Families and Work D. Russell Crane, Jeffrey E. Hill, 2009-07-16 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

Handbook of Families & Health, 2006 A broad ranging collection as the title might suggest the essays consider the subject from the perspectives of family studies marriage family therapy nursing family medicine gerontology health psychology behavioural medicine social work social policy

Handbook of Families and Health D. Russell Crane, Elaine S. Marshall, 2005-06-22 For scholars graduates and practitioners in the field of families and health an overview of research related to couple marital and family influences on health Editors Crane and Marshall Brigham Young U gathered contributions from specialists in disciplines including family studies marriage and family therapy nursing and family medicine

Family, Work and Well-Being Mia Tammelin, 2018-03-14 This book analyses the current state of the art research on families working hours and well being in Europe addressing both paid and non paid work from a family perspective and introducing emerging issues related to working hours and family life Further it discusses the implications of these issues for the well being of individuals and families Examining topics such as the division of paid and non paid work within families flexibility patterns the 24 7 society intensification of work and the implication of mobile technology for work family relations it illustrates how the experiences of working families differ depending on their socio economic status

New Frontiers in Work and Family Research Joseph Grzywacz, Evangelia Demerouti, 2013-03-05 The purpose of this volume is to showcase alternative theoretical and methodological approaches to work and family research and present methodological alternatives to the widely known shortcomings of current research on work and the family In the first part of the book contributors consider various theoretical perspectives including Positive Organizational Psychology System Theory Multi Level Theoretical Models Dyadic Study Designs The chapters in Part Two consider a number of methodological issues including key issues pertaining to sampling the role of diary studies Case Cross over designs Biomarkers and Cross Domain and Within Domain Relations Contributors also elaborate the conceptual and logistical issues involved in incorporating novel measurement approaches The book will be of essential reading for researchers and students in work and organizational

psychology and related disciplines **An Inclusive Academy** Abigail J. Stewart, Virginia Valian, 2022-10-11 How colleges and universities can live up to their ideals of diversity and why inclusivity and excellence go hand in hand Most colleges and universities embrace the ideals of diversity and inclusion but many fall short especially in the hiring retention and advancement of faculty who would more fully represent our diverse world in particular women and people of color In this book Abigail Stewart and Virginia Valian argue that diversity and excellence go hand in hand and provide guidance for achieving both Stewart and Valian themselves senior academics support their argument with comprehensive data from a range of disciplines They show why merit is often overlooked they offer statistics and examples of individual experiences of exclusion such as being left out of crucial meetings and they outline institutional practices that keep exclusion invisible including reliance on proxies for excellence such as prestige that disadvantage outstanding candidates who are not members of the white male majority Perhaps most important Stewart and Valian provide practical advice for overcoming obstacles to inclusion This advice is based on their experiences at their own universities their consultations with faculty and administrators at many other institutions and data on institutional change Stewart and Valian offer recommendations for changing structures and practices so that people become successful in ways that benefit everyone They describe better ways of searching for job candidates evaluating candidates for hiring tenure and promotion helping faculty succeed and broadening rewards and recognition

The Moral Organization Naomi Ellemers, Dick de Gilder, 2022-04-27 Investors customers and employees increasingly expect organizations to take responsibility for the social impact of their activities This book applies theory and research on moral psychology and social identity to offer a new perspective on organizational social responsibility and business ethics The authors use their unique approach to highlight recurring moral challenges in organizational behavior such as leadership work motivation diversity organizational change and stakeholder relations Their analysis explains that people are reluctant to acknowledge and confront moral flaws in their workplace behavior because this constitutes a source of identity threat Common strategies to cope with this threat invite justifications and symbolic actions and prevent moral improvement Each chapter draws together a wealth of research findings and organizational cases These not only identify and clarify common moral pitfalls but also show ways to enhance the likelihood that organizations acquire the knowledge willingness and ability to build an ethical work climate

Managing Diversity in Today's Workplace 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 As the demographics of workplaces in the United States continue to evolve to include more women employees a growing percentage of aged employees and greater racial diversity a broad understanding of human resource management issues in multiple functions is necessary Today's workplace professionals need to be up to speed on best practices for staffing training and development performance appraisals work family integration compensation health and

safety equal employment opportunity disciplinary strategies and labor relations just to mention a few of the most important issues Contributors to this exhaustive four volume set include human resource consultants employers scholars management consultants and therapists offering proven workable solutions to assist employers in managing diversity in the 21st century workforce The books cover topics such as diverse succession planning formal mentoring programs discrimination in religious organizations transgender female workers flexible work schedules generational cohorts and paid leave policy This set will provide a lay professional reader with a thorough understanding of managing diversity in the modern workplace and serve as an essential resource for employers labor attorneys and human resource specialists *Advances in Positive Organization*

Arnold B. Bakker,2013-06-06 Attempts to build a bridge between POB and Positive Organizational Scholarship POS This volume includes contributions from both fields and theories and studies in which a positive individual perspective POB is combined with a positive organization perspective POS *Work, Family, and Workplace Flexibility* Kathleen

Christensen,Barbara L. Schneider,2011-10-10 This volume contains a collection of articles that examines workplace flexibility work family conflict and workers increasing lack of leisure time and how it pertains to long term U S national stability The contributors argue that current workplaces are not meeting the needs of today s workers and the lack of workplace flexibility is having huge human capital costs that are affecting every sector of society They explore how flexibility despite having fixed costs can be an effective tool for attracting and retaining employees and increasing productivity the key being to make the workplace flexible in ways that are profitable for employers and also engage workers to feel more satisfied and committed to their jobs Experiences of Single African-American Women Professors Eletra S. Gilchrist,2013-03-08 Experiences of Single

African American Women Professors With this Ph D I Thee Wed edited by Eletra S Gilchrist explores the unique lived experiences of single African American women professors Gilchrist s contributors are comprised of never before married and doctorate degree holding African American women professors The authors and research participants speak candidly about their experiences exploring a myriad of topics including dating costs and rewards relationship challenges work life balance multiple intersecting identities negative perceptions and identity negotiation This volume is designed by and for an academic audience It addresses the dating and mating complexities of the population under study by combining autoethnographic accounts with empirical research and theoretical concepts As one of the few works to address the intricate interpersonal dynamics surrounding African American women in the professorate from a scholarly perspective Eletra S Gilchrist s Experiences of Single African American Women Professors With this Ph D I Thee Wed seeks to not only dispel myths and stereotypes but serve as an instructional tool for other professor hopefuls **Flexible Work Arrangements** Lisa

Fisher,2017-07-25 Organizations and U S workers across the life course indicate increased interest in flexible work arrangements More organizations have flexibility on the books but rates of utilization remain low and both workers and organizations note operational challenges and concerns Noticing the commonality of these experiences across organizational

settings and the need for more in depth examination of workplace structure and culture not limited to circumstances immediately surrounding flexibility Lisa Fisher set out to identify specific elements of the structure and culture of work that impeded flexibility in an organization that had a history of struggle with it Using interviews and non participant observation to conduct a qualitative case study she found that the struggle happening on the ground within the daily processes of work was not the result of unsupportive management or overly cautious employees Instead she found evidence of something much more powerful and all encompassing a system of silence surrounding flexibility Fisher begins the book with a thoughtful account of the history and current state of flexibility in the U S within a framework that considers changing demographics organizational perspectives neoliberalism globalization and lingering problems with how we think about flexibility She then provides an in depth analysis of the structure and culture of work at the organization studied which culminates in a model specifying the workings of the system of silence as a phenomenon nested within the work environment and larger cultural ideas about work and workers Fisher shows how things assumed to be unrelated to flexibility can still have bearing on the ways that an organization understands and approaches it She thereby develops a rich informative account of struggle and resilience change and adaptation confusion and sense making and obstacles and pathways an account which suggests important theoretical implications and provides practical tips for organizations that are serious about flexibility *The Future of Human Resource Management* Dianna L. Stone, James H. Dulebohn, Brian Murray, Kimberly M.

Lukaszewski, 2025-05-30 This book contains an Open Access chapter The volume is designed primarily for scholars in the field of human resource management It also serves the needs of instructors and students in master s and doctoral courses in industrial organizational psychology human resource management or organizational behavior **Nepotism in**

Organizations Robert G. Jones, 2013-06-17 There is a huge elephant in the room organizational decisions are often based on family relationships rather than on the rational approach advocated by many professionals Textbooks on Human Resources Management Organizational Behavior Economics Public Administration and a host of related areas seem to have entirely missed this important aspect of organizational decision making This book seeks to change all of this By clearly identifying and defining nepotism in organizations this book pulls back the curtain on the primary basis for many of the important things that really happen in organizations large and small The authors skillfully weave examples of nepotism in real organizations with the usual scholarly textbook topics hiring leadership employment law career search culture etc in a way that defines an entire new field of quantitative organizational research This new book in SIOP s Organizational Frontiers series represents the first time IO psychologists have looked at the important subject of nepotism in organizations **Economic**

Restructuring and Family Well-Being in Rural America Kristin E. Smith, Ann R. Tickamyer, 2011-01-01 Rural areas have been hit hard by economic restructuring Traditionally male jobs with good pay and benefits such as in manufacturing have declined dramatically only to be replaced with low paying service oriented jobs jobs that do not offer benefits or wages

sufficient to raise a family Concurrently rural areas have experienced changes in family life namely an increase in women's labor force participation a decline in married couple families and a rise in cohabitation and single parent families How have rural families coped with these social and economic changes Economic Restructuring and Family Well Being in Rural America documents the intertwined changes in employment and family and explores the outcomes for family well being in rural America Here a multidisciplinary group of scholars examines the impacts of economic restructuring on rural Americans and provides policy recommendations for addressing the challenges they face In addition to the editors the contributors are Cynthia D Anderson Guangqing Chi Alisha Coleman Jensen Katherine Jewsbury Conger Nicole D Forry Deborah Roempke Graefe Steven Michael Grice Andrew Hahn Debra Henderson Eric B Jensen Leif Jensen Marlene Lee Daniel T Lichter Elaine McCrate Diane K McLaughlin Margaret K Nelson Domenico Parisi Liliokanaio Peaslee Jed Pressgrove Jennifer Sherman Anastasia Snyder Susan K Walker and Chih Yuan Weng

Cross-Cultural Family Research and Practice W. Kim Halford, Fons Van De Vijver, 2020-08-12 Cross Cultural Family Research and Practice broadens the theoretical and clinical perspectives on couple and family cross cultural research with insights from a diverse set of disciplines including psychology sociology communications economics and more Examining topics such as family migration acculturation and implications for clinical intervention the book starts by providing an overarching conceptual framework then moves into a comparison of countries and cultures with an overview of cross cultural studies of the family across nations from a range of specific disciplinary perspectives Other sections focus on acculturation migrating migrated families and their descendants and clinical practice with culturally diverse families Studies cultural influences in couple and family relationships Features a broadly interdisciplinary perspective Looks at how cultural differences affect how families are structured and function Explores why certain immigrant groups adapt better to new countries than others Discusses why certain countries are better at integrating immigrants than others

Age and Work Hannes Zacher, Cort W. Rudolph, 2022-01-16 The edited volume Age and Work Advances in Theory Methods and Practice presents a systematic collection of key advances in theory methods and practice regarding aging and work This cutting 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 nonwork 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

The Future of Labour Anthony Larsson, Andreas Hatzigeorgiou, 2025-06-16 The Future of Labour How AI Technological Disruption and Practice Will Change the Way We Work is an anthology that offers a forward looking exploration of how artificial intelligence AI digitalisation and technological transformation are reshaping the future of work Through a series of studies conducted by scientists and industry professionals this volume takes a deep dive into many of the issues related to new policies AI and the digital transformation s anticipated impact on the labour market Balancing speculative foresight with scientific rigor the authors ground their discussions in empirical data theoretical frameworks and comprehensive literature studies The book delves into the evolving labour landscape through three key themes The Future of Society and Economy Examining the socio economic implications of emerging technologies and their transformative impact on work The Future Way of Working Investigating how AI and digital tools are redefining the nature of work and workplace conditions New Uses of AI and Technology in Labour Highlighting innovative applications of AI and technology that are reshaping job roles and industries Each chapter provides unique insights blending rigorous analysis with predictive insights to illuminate the challenges and opportunities of a rapidly technologically advancing labour landscape The Open Access version of this book available at www.taylorfrancis.com has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 International license

Organizational Stress and Well-Being Laurent M. Lapierre, Cary L. Cooper, 2023-03-02 Global thought leaders in the fields of workplace stress and well being highlight how theory and research can improve employee health and well being

Flourishing in Life, Work and Careers Ronald J. Burke, Kathryn M. Page, Cary L. Cooper, 2015-02-27 Happiness in one aspect of our life can positively impact our satisfaction within other domains of our life The opposite also rings true Today s generation of working people have often been called the generation who want it all But can we really

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