



Handbook of Stress in the Occupations

Edited by Janice Langhin-Fox • Cary L. Cooper



NEW HORIZONS IN MANAGEMENT
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Handbook Of Stress In The Occupations New Horizons In Management Series

**Alexander-Stamatios Antoniou, Cary
Cooper, Caroline Gatrell**



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Handbook of Stress in the Occupations Janice Langan-Fox, Cary L. Cooper, 2011-01-01 The Handbook of Stress in the Occupations sets a new agenda for stress research and gives fresh impetus to scholars who wish to focus on issues and problems associated with specific jobs some of which have received little attention in the past Written by researchers who are true experts in the field of each occupation this comprehensive Handbook reviews stress in a wide range of jobs including transport education farming fishing oil rig drilling finance law enforcement fire fighting entrepreneurship music social services prisons sport and health including surgery internship dentistry nursing paramedics psychiatry and social work Several occupations such as oil rig drilling are reviewed these jobs have always been stressful but have received little attention by researchers and only now receive more focus due to the Bay of Mexico accident Other occupations demand more of our attention because there have been substantial technological changes in particular jobs such as in dentistry nursing and surgery This lucid and insightful compendium will be a source of inspiration for those in the helping professions and all those individuals working in the industries described in the book More specifically the Handbook will strongly appeal to human resource specialists psychologists occupational health and safety professionals managers nurses and therapists Written in highly accessible language it will also provide rich reading to lay audiences including job incumbents themselves as well as specialists in industry and academia Academics and postgraduate students of business management and psychology will find plenty of detailed information regarding stress associated with occupations

The Psychology of the Recession on the Workplace Cary L. Cooper, Alexander-Stamatios G. Antoniou, 2013-01-01 Two deep human needs are to master the world and to feel safe and secure The Great Recession thwarted both needs for millions of people around the world Cooper and Antoniou's global team of scholars address the psychological economic social and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs Let us rise above the crisis and follow Aristotle's path to living well and faring well This book offers a plan for doing so James Campell Quick The University of Texas at Arlington US An economic recession can affect the aggregate well being of a population This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years In particular increasing job demands intrinsic job insecurity and increasingly inadequate salaries make substantial contributions to psychological distress family conflict and related behaviors The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders With employers and employees still facing a continued period of uncertainty a severe impact on employment relations is a continuing reality Given the difficult economic times many people are feeling the pressure to work harder This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management

Gender and the Dysfunctional Workplace Suzy Fox, Terri R. Lituchy, 2012 Dysfunction in the workplace like a bully culture affects women and men differently This book

represents a broad spectrum of disciplines including law management communications human resource management and industrial organizational psychology and offers integrative cross disciplinary inquiries into the many roles gender plays in organizational dysfunction The authors provoke new questions and new streams of research with the ultimate goal of contributing to healthier workplaces for men and women alike This book looks at counterproductive work behavior including aggression bullying incivility sexual harassment sexual orientation harassment and absenteeism and the effects of job stress on mental health and well being from the perspective of gender the gender of actors targets and observers of abusive interpersonal behaviors gender race interactions gender related characteristics of workplace conflict communication and stress socio economic factors such as occupational expectations and roles outside the workplace and ambiguities in the law Gender and the Dysfunctional Workplace brings together a broad multi disciplinary collection of authors who weigh in on topics from whether workplace bullying is status or gender blind to the ramifications of absenteeism on women and their careers These scholars contribute very different approaches and conceptualizations of counterproductive work behavior the result of which is a dynamic and pioneering appraisal of the field and innovative musings on its future Instructors students and researchers in the areas of counterproductive work behavior women s studies occupational health and stress and conflict resolution will find this an enlightening and thought provoking treatise on a topic that with the help of research like that found here will hopefully soon see less prevalence in the workplace and beyond

Proactive Personality and Behavior for Individual and Organizational Productivity Andrew J DuBrin, 2013-12-27 This comprehensive book describes how proactive behavior driven by a proactive personality contributes to individual and organizational productivity A consolidation of available research on the nature of proactivity in the workplace this book explores

Well-Being and Beyond Timo J. Hämäläinen, Juliet Michaelson, 2014-03-28 This book will broaden the public and policy discourse on the importance of well being by examining psychological social environmental economic organizational institutional and political determinants of individual well being The public policy

The Innovation Imperative in Health Care Organisations Peter Spurgeon, Cary L. Cooper, Ronald J. Burke, 2012-01-01 Healthy organisations are twice as likely to get better results than unhealthy ones and this could be a matter of life and death if your business is healthcare Whatever way you look at it HR has a key role to play and the authors once again points the way Clare Chapman Group People Director BT British Telecoms If healthcare systems around the world are to respond to the growing demands of an ageing population and advances in technology then healthcare workforces will need to be managed with imagination agility and innovation This important book sets out some of these challenges in a thoughtful and accessible way allowing the reader to tap into the research pedigree of its authors and to draw out lessons and evidence which will inform both strategy and practice Stephen Bevan Director Centre for Workforce Effectiveness The Work Foundation This insightful book discusses vital concepts of system sustainability in terms of productivity quality improvement innovation and cost control in the context of maximising the potential of staff in the health

care sector through effective human resource management Health systems in the western world face increasingly intense pressure to contain or reduce costs while countries such as China and India move towards universal coverage The contributors illustrate that radical gains in efficiency and innovative practice are required internationally in health care systems They argue that the high proportion of health care system costs invested in staffing place the human resource function at the forefront of meeting this challenge Sustained system change and productivity gains more effective management of staff and work climate are essential elements of reform and are all covered in this book The book provides practical examples as to how health service managers can rise to the challenge of sustaining services against greater pressures than ever before It will strongly appeal to academics and students of health service management and public sector management Health service managers HR professionals in health as well as clinical staff will also find plenty of informative information in this enriching compendium

Handbook of Research on Work-Life Balance in Asia Luo Lu, Cary L. Cooper, 2015-07-31 In Asian societies work and family issues are only recently beginning to gain attention The pressure of rapid social change and increasing global competition is compounded by the long hours work culture especially in the Pan Confucian societies such

Voice and Whistleblowing in Organizations Ronald J Burke, Cary L Cooper, 2013-10-31 Employees in organizations face countless daily situations in which they make a choice to speak up exercise voice or remain silent Too many choose to remain silent Others only tell supervisors what they want to hear becoming yes men and women E

How Can HR Drive Growth? George Saridakis, Cary L. Cooper CBE, 2013-01-01 The ten up to date research reviews that are presented in this book provide new insights into the HR academic literature The chapters provide clear lessons that can be learnt from along with strategies approaches and processes in which HR could be used by both practitioners and policy makers to drive growth The book shows how suitable strategy can increase workforce knowledge leadership skills entrepreneurial spirit organizational involvement safety and well being and how HR can enhance performance within small and large private and public single site and multi site firms This book explores cross disciplinary human resources literature and up to date trends and directions relevant to academics research students policy makers the business world and other stakeholders

The Economic Crisis and Occupational Stress Ritsa Fotinatos-Ventouratos, Cary L. Cooper, 2015-01-30 The global economic crisis of 2008 caused the collapse of the world s financial institutions large scale unemployment the devaluing of housing stocks leading to mortgage defaults and left many countries in debt unable to meet their financial obligations

The New Knowledge Workers Dariusz Jemielniak, 2012-01-01 The knowledge worker is a welcome addition to the ethnographic investigation of high tech work The author s thoughtful comparative approach contrasting the oft studied American knowledge workers with their less familiar Polish counterparts offers a refreshing take on the post industrial workplace and demonstrates once again the profound changes that high tech work has made in the nature of work the worker and the workplace far beyond Silicon Valley Gideon Kunda Tel Aviv University Israel The body of research addressing

knowledge intensive and creative work is massive and is quickly growing but Dariusz Jemielniak manages to bring some new issues and perspectives to the table in his carefully designed study of the Polish and American computer programming community making concepts such as time trust and motivation constitutive elements of contemporary knowledge work Being able to bring together ethnographic research and organization theory and social science more broadly *The New Knowledge Workers* is a significant contribution to the understanding of contemporary working life in the so called knowledge society Alexander Styhre University of Gothenburg Sweden Jemielniak s book combines detailed comparative ethnographic observations with organizational analysis to highlight how little we actually know about the operations of knowledge intensive organizations Arguing that ancient commonplaces about a greener more egalitarian post Taylorist future rely on ignoring real time observations of real people in context Jemielniak s portrait of the knowledge society of the 21st century shows it to be more like the Fordist society of the 20th century than the utopia so many futurists choose to imagine His book tells us it is time to begin observing again if we wish to know rather than believe what the future holds for us Davydd J Greenwood Cornell University US This critical ethnographic study of knowledge workers and knowledge intensive organization workplaces focuses on the issues of timing and schedules the perception of formality and trust and distrust in software development as well as motivation and occupational identity among software engineers The book is a cross cultural comparative study of American and European high tech workplaces that addresses the issues currently of interest to both Academia and to practice and provides a rare international comparison of organizations from both sides of the Atlantic Its conclusions shed new light on the problems typical for software projects The book specifically focuses on and gives voice to the perspectives of knowledge workers rather than managers and will thus be useful to not only scholars and human resource managers from software companies but also to high tech professionals Scholars and professionals in organization studies management HRM innovation and knowledge management will find this book engaging and enlightening

The Multi-generational and Aging Workforce Ronald J. Burke, Cary L. Cooper, Alexander-Stamatios G. Antoniou, 2015-07-31 The workforce is aging as people live longer and healthier lives and mandatory retirement has become a relic of the past Though workforces have always contained both younger and older employees the age range today has expanded and the generational g

Narcissism in the Workplace Andrew J. DuBrin, 2012-01-01 Possessing a positive self attitude being self confident and having high self esteem are worthwhile attributes in both work and personal life some take these positive attributes to the extreme and become self absorbed self adoring self centered and show little empathy for the problems and concerns of others In brief they are narcissists and they can be especially problematic in business settings This book presents information about narcissism in the workplace that is based both on empirical research and on opinion derived from systematic observation The author uses case studies and real life examples to shed new light on workplace narcissism The author describes both the positive and negative features of narcissism and presents strategies and tactics for dealing

constructively with narcissistic traits and behaviors in oneself and in others Self tests and questionnaires found throughout the volume enable readers to reflect on their standing on a variety of behaviors and attitudes associated with narcissism Each chapter includes a section labeled Guidelines for Application and Practice that provides practical advice for applying the research and theories presented within Further each chapter concludes with a case history of narcissism accompanied by a brief analysis of the narcissistic aspects of the case s subject Narcissism in the Workplace serves as a manual for capitalizing on the positive aspects of narcissism and minimizing its potential negative effects Intended for human resource professionals researchers and students and scholars of organizational behavior organizational psychology human relations and leadership this book will also appeal to a broad range of serious minded readers who wish to learn more about combat the difficulties of or employ the benefits of narcissism **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 *Human Resource Management in the Nonprofit Sector* Ronald J. Burke, Cary L. Cooper, 2012-01-01 This volume addresses on several important topics that influence HRM in the nonprofit sector By providing rich context and linking research to practice it creates a foundation for those interested in advancing the art and science of human resources in voluntary organizations Gary R Kirk Virginia Tech US This impressive book assembles the latest research findings and thinking on the management of voluntary nonprofit sector organizations and the effective utilization of both paid staff and volunteers The authors expertly look into the challenges faced by this sector and the growing role that it plays in society They review HRM in the voluntary sector and discuss the challenges of bringing about best practices as well as suggesting how to improve leadership of voluntary nonprofit organizations Non profit organizations serve several useful purposes in society and exist in every country in the world Like organizations in other sectors non profit organizations now have to do more with less This book indicates the ways in which human resource management policies and practices can improve the effectiveness of non profit organizations The authors consider the roles played by non profit organizations IN effective leadership and its development developing the non profit brand enhancing learning and skills development of both paid staff and volunteers and encouraging and supporting bring about organizational change They also examine how university based education programs are developing talent in the non profit sector This timely book will prove invaluable to academics and doctoral students interested in all aspects of management within the non profit voluntary sector Government professionals working in this sector will also find this compendium insightful Human Resource Management in the Public Sector Ronald J. Burke, Andrew Noblet, Cary L. Cooper, 2013-01-01 An impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource management provided by both well established experts and up and coming scholars who are becoming leaders in the field A valuable resource for courses on the

topic and an important reference for scholars and those seeking to maintain expert knowledge about it Hal G Rainey The University of Georgia US This insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector Internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce This collection examines a range of HRM related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead These topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership development and case studies in successful public sector organizational change With each chapter drawing on the latest research but also emphasizing the practical implications this collection is suitable for practitioners researchers and students alike It will also be valuable for HR specialists and managers of HR units in the public sector Women, Business and Leadership Alexander-Stamatios Antoniou, Cary Cooper, Caroline Gatrell, 2019 This timely and comprehensive book analyses the role of women in leadership from both managerial and socio emotional perspectives The authors review the issues that affect real women in business and evaluate what can be done to support and develop women managers Chapters explore topics such as the stereotyping of leading women gender equality and discrimination the glass ceiling and barriers to promotion the work home conflict the gender pay gap and job insecurity female authority and career development

Managing for Resilience Monique F. Crane, 2017-06-26 In an era of longer hours and shorter contracts of tighter margins and frequent organizational change stress can undermine both the mental health and performance of employees A culture of resilience in the workplace however offers the potential to support psychological wellbeing and improve the performance of both people and organizations This is the first book to provide managers with a guide to fostering psychological resilience within their teams It synthesises not only the latest cutting edge research in the area but also translates this into practical advice for a range of organizational settings Chapters cover the following important issues Key personality factors related to resilience How job design and routines can improve employee resilience How to build a resilient team Communicating change and improving teamwork Modelling resilient thinking and behaviour as a leader Selecting the right resilience training for your organisation This is the ideal book for anyone interested in fostering a high performance and emotionally resilient workforce whether they are a manager HR professional or occupational psychologist Its cutting edge approach will also make it important reading for students and researchers of organizational and occupational psychology *Ways of Seeing Women's Leadership in Education: Stories, Images, Metaphors, Methods and Theories* Kay Fuller, Pontso Moorosi, Victoria Showunmi, Saeeda J. A. Shah, 2022-01-04 **The Sandwich Generation** Ronald J. Burke, Lisa M. Calvano, 2017-02-24 Rising life expectancy has led to the growth of the Sandwich Generation men and women who are

caregivers to their children of varying ages as well as for one or both parents whilst still managing their own household and work responsibilities This book considers both the strains and benefits of this position

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