

HANDBOOK OF WORK-FAMILY INTEGRATION

RESEARCH, THEORY, AND BEST PRACTICES



**EDITED BY
KAREN KORABIK, DONNA S. LERO AND
DENISE L. WHITEHEAD**



Handbook Of Work Family Integration Research Theory And Best Practices

Fidelis Emuze, John Smallwood



Handbook Of Work Family Integration Research Theory And Best Practices:

Handbook of Work-Family Integration Karen Korabik, Donna S. Lero, Denise L. Whitehead, 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 *Expanding the Boundaries of Work-Family Research* S. Poelmans, J. Greenhaus, M. Las Heras Maestro, 2013-01-02 With contributions from thirty authors from fifteen countries this is a white book for international work family research and practice The authors offer a bold look at the future and provide guidelines for future research focusing on applied international work family research *Working in America* Amy S. Wharton, 2015-11-17 The Great Recession brought rising inequality and changing family economies New technologies continued to move jobs overseas including those held by middle class information workers The first new edition to capture these historic changes this book is the leading text in the sociology of work and related research fields Wharton's readings retain the classics but offer a new spectrum of articles accessible to undergraduate students that focus on the changes that will most affect their lives New to the fourth edition *Mothering in the Age of Neoliberalism* Giles Melinda Vandenberg, 2014-03-01 Neoliberal policies and austerity measures have unequivocally altered the landscape of women's lives globally The most detrimental effect has been on mothers as they are faced with increasing responsibility and decreasing resources Despite mothers being the primary producers consumers and repro ducers of the neoliberal world their centrality has been largely silenced within economic discourse Thus Mothering in the Age of Neoliberalism calls for a new economic framework to counter the individualized neoliberal model one in which the needs of mothers and children are prioritized This volume provides a crucial starting point By identifying the sources of neoliberal failure toward mothers we can begin to collectively formulate an alternative paradigm in which mothers voices are no longer rendered invisible but rather predominate in the global landscape **Work and Family Interface in the**

International Career Context Liisa Mäkelä, Vesa Suutari, 2015-06-12 This book focuses on the interface of work and personal life of international professionals The globalization of business has led to an increasing number of people who work in international roles either through working abroad on different kinds of assignments or through international travelling This book provides novel knowledge on the topic from different perspectives highlighting not only the inherent challenges but also the positive side of working in a modern globalized world Moreover the book contributes by bringing together international professionals own experiences family members experiences organizational aspects and new theoretical discussions and models The book covers several different perspectives on the work and personal life interface offering insights on the areas like adjustment social support dual career issues and organizational practices The book examines the situations of several different types of international employee such as organizational expatriates self initiated expatriates and international business travellers The new interesting research evidence is provided from various country contexts from North America Europe and Asia by researchers around the world *Career Management* Jeffrey H. Greenhaus, Gerard A. Callanan, Veronica M. Godshalk, 2010 The Fourth Edition of Career Management is designed to help students understand themselves and their careers to develop the skills necessary to manage their careers effectively and to act as a mentor or human resource manager helping other workers develop their own careers A thorough revision of the third edition the Fourth Edition captures new and emerging theories and issues related to career management and features Updated and streamlined learning exercises integrated into the text to help readers practice career management skills Fine tuning of existing section ending cases and preparation of additional cases End of chapter summaries assignments and discussion questions

Contemporary Occupational Health Psychology Jonathan Houdmont, Stavroula Leka, 2010-03-04 Published in association with the European Academy of Occupational Health Psychology EAOHP and the Society for Occupational Health Psychology SOHP Contemporary Issues in Occupational Health Psychology is a definitive new series presenting state of the art work by leading academics and practitioners in the field Topics include workplace health intervention evaluation economic stress and employee well being work family positive spillover psychological flexibility and health at work Contributors to this first volume include Arnold Bakker Frank Bond Maureen Dollard Leslie Hammer Robert Karasek Michiel Kompier Tahira Probst Wilmar Schaufeli Arie Shirom Robert Sinclair Toon Taris and T res Theorell *Mothering and Entrepreneurship: Global perspectives, Identities and Complexities* Mélanie Knight, Talia Esnard, 2020-10-20 This book examines the complexities of mothers who are entrepreneurs in different parts of the world This uniqueness and contribution to the area of women s entrepreneurship presents many challenges One must historicize context focus on socio political realms and on lived realities All challenging endeavours when focusing on mothering and entrepreneurship in different global contexts What of the workers in these contexts More specifically what of female workers within these contexts How have women negotiated gendered roles within old and new structures What complexities have preconfigured the diverse

realities and positionalities of maternal workers How have these intricacies shifted the boundaries of work family interface This book focuses on a specific subset of work and the economy for mothers who are entrepreneurs in different parts of the world In this edited collection we examine how mothers are negotiating their entrepreneurial endeavors within the contexts of local and global economic shifts We explore how the socio cultural economic and national contexts that re structure and re frame multiple nodes of power difference and realities for mothers as workers across diverse contexts This type of contextual analysis allows for new lines of inquiry and questions that move beyond the descriptive profiling and gendered assessment of women entrepreneurs Lastly the mother entrepreneur worker life balance frames our discussion We particularly set the work family discourse within many points of contentions related to how the researchers have conceptualized work life interface the specific assumptions embedded within these investigations and the implications of these for how we re present the dynamics related to mothering and entrepreneurship The participation of mothers within entrepreneurial space offers a rich site for analyzing the contextual nature of maternal identity work life relationships and entrepreneurial identities In so doing

Women, Work, and Family Michele A. Paludi, 2014-07-15 A sweeping collection of new essays gathers historical background theoretical perspectives and the latest research on integrating work and personal life in a multigenerational workforce A half century after the women s movement of the 1960s women still have not achieved equality in the workplace in part because the burdens of family still fall largely upon their shoulders This in depth review examines legislation social science research and human resources management practices dealing with women s integration of work and life roles It explores the context and theory that explain new workplace trends and realities and it offers practical recommendations on how women and companies can cope The book is based on the premise that to attract and retain top talent and be competitive in the 21st century employers must redesign their organizations to meet the needs of employees A sort of paper mentor for women it spells out the myths and realities of combining employment with motherhood and a committed relationship The expert essays are also a guide for corporations intended to help them understand the necessity of easing women s burdens and nurturing their talent through attention to work hours and to policies that can facilitate the integration of work and life roles

Human Centered Organizational Culture Maria-Teresa Lepeley, Oswaldo Morales, Peter Essens, Nicholas J. Beutell, Nicolas Majluf, 2021-03-10 This book is part of the Human Centered Book Trilogy the 2021 volumes of the Routledge Human Centered Management HCM Series HCM books are pioneering transformation from the traditional humans as a resource approach of the industrial past to the humans at the center management and organizational paradigm of the 21st century HCM is built on talent and wellbeing of people in the workplace driving work engagement quality standards high performance and productivity for long term organizational sustainability in the global VUCA volatile uncertain complex ambiguous environment This book was carefully crafted by recognized international human centered scholars from four continents Although all organizations seek to have an optimal culture unstoppable disruptions in the

VUCA environment easily derail even the best efforts Conventional assumptions of culture as a unifying organizational force are hardly defensible today HCM maintains that culture is not only about cohesiveness and consensus but effective management of conflict and disagreements continuously testing the capacity of people to work together This book is about organizational transformation positioning people at the center Complementary chapters integrate as antidotes to overcome disruptions in the VUCA environment and the effects of the COVID 19 pandemic affecting people and organizations worldwide This and its two complementary titles Soft Skills for Human Centered Management and Global Sustainability and Sensible Leadership Human Centered Insightful and Prudent are timely readings for leaders managers researchers academics practitioners students and the general public responsible for organizations across industries and sectors worldwide pursuing quality standards and organizational transformation to attain sustainability

Valuing People in Construction Fidelis Emuze, John Smallwood, 2017-08-09 Valuing People in Construction provides contemporary perspectives on the glue that binds the construction process together people The book addresses people issues in the construction industry where behavioural outcomes impact upon business and project performance The main proposition of the book is that as people continue to lead the completion of construction activities their health safety and well being should be seen as a priority and valued by stakeholders As employers and employees the role of people in construction must be to strive for the improvement of individual lives and society This edited collection which is the first book to focus specifically on placing value on people in construction focuses on people at work gender at work conditions at work and respect at work In addition to an editorial overview the book presents tested and refined empirical work and case studies by leading construction researchers from Africa Australia and Europe Essential reading for researchers students and professionals interested in construction management the sociology of construction HRM in construction gender work and health studies

Work-Life Interface Toyin Ajibade Adisa, Gbolahan Gbadamosi, 2021-04-09 In today's globalised world economy it is becoming increasingly pressing to shine a light on the interface of work and private life In order to fully understand the issue we must take an inclusive view and not limit our understanding to Western perspectives This contributed volume encompasses research and perspectives from the global south including Sub Saharan Africa Asia and South America In doing so this collection fills a gap in existing literature to give a broader view of the topic Divided by geographic territory into three sections the book combines original research case studies and interviews as well as comparative studies Chapters cover a wide range of emerging issues including gender and work life balance the role of culture men and household work and work and family balance to name a few Crucially the book offers critical perspectives and understanding of work life interface balance conflict as a collection of conceptual theoretical and empirical studies that draws on qualitative and mixed methodologies Bringing a unique contribution to the field this book is a useful resource for students academics managers and policy makers

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

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

Failing Families, Failing Science

Elaine Ecklund, Anne E. Lincoln, 2016-08-30 Work life in academia might sound like a dream summers off year long sabbaticals the opportunity to switch between classroom teaching and research Yet when it comes to the sciences life at the top U S research universities is hardly idyllic Based on surveys of over 2 000 junior and senior scientists both male and female as well as in depth interviews Failing Families Failing Science examines how the rigors of a career in academic science makes it especially difficult to balance family and work Ecklund and Lincoln paint a nuanced picture that illuminates how gender individual choices and university and science infrastructures all play a role in shaping science careers and how science careers in turn shape family life They argue that both men and women face difficulties though differently in managing career and family While women are hit harder by the pressures of elite academic science the institution of science

and academic science in particular is not accommodating possibly not even compatible for either women or men who want to raise families Perhaps most importantly their research reveals that early career academic scientists struggle considerably with balancing their work and family lives This struggle may prevent these young scientists from pursuing positions at top research universities or further pursuing academic science at all a circumstance that comes at great cost to our national science infrastructure In an era when advanced scientific research and education is more important than ever Failing Families Failing Science presents a compelling inside look at the world of the university scientists who make it possible and what universities and national science bodies can do to make a difference in their lives Women's Lives Claire A.

Etaugh, Judith S. Bridges, 2015-07-14 Women's Lives A Psychological Exploration 3rd Edition draws on a wealth of the literature to present a rich range of experiences and issues of relevance to girls and women This text offers the unique combination of a chronological approach to gender that is embedded within topical chapters Cutting edge and comprehensive each chapter integrates current material on women differing in age ethnicity social class nationality sexual orientation and ableness The third edition reflects substantial changes in the field while maintaining its empirical focus through engaging writing student activities and critical thinking exercises With over 2 100 new references emphasizing the latest research and theories the authors continue to pique interests in psychology of women **Work Life Policies** Ann C.

Crouter, Alan Booth, 2009-02-24 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 studied include salaried professionals and low wage part time hourly workers Provided by publisher **Generational Diversity at Work** Emma Parry, 2017-09-29 Over the past decade much attention has been

paid to the apparent differences in consumption preferences or workplace attitudes and behaviours across generations Within Western economies such as the USA UK and Australia it is commonly assumed that there are now four generations in the workplace namely Veterans born 1925 1942 Baby Boomers 1943 1960 Generation X 1961 1981 and Generation Y 1982 2000 The concept of generational differences at work is one that has recently been adopted by practitioners as a basis on which to design human resource management and career management practices However there has been some concern in academic circles about the validity of the notion of generations and the evidence base that supports it There is therefore a need for new perspectives and methodological approaches to investigating generational differences at work in order to establish the validity and value of generations as an axis of diversity Generational Diversity at Work New Research Perspectives will address this need by presenting and discussing research into generational diversity that adopts a range of new theoretical perspectives or methodological approaches This book is designed as a first step in addressing the need to critically examine the theoretical and empirical basis for generational differences and to provide some new empirical data in this area Using Organizational Culture to Resolve Business Challenges Reyes Ruiz,

Gerardo,2023-08-29 Small and Medium Enterprises SMEs face numerous challenges in today s ever changing business landscape including excessive bureaucracy limited government support and difficulties accessing specialized personnel and cutting edge technology These obstacles have been further exacerbated by the COVID 19 pandemic pushing SMEs to the brink and requiring innovative solutions to navigate the crisis successfully Gerardo Reyes Ruiz s edited book Using Organizational Culture Strategies for Adapting to Change offers a transformative solution to these challenges Through a collection of real success stories from around the world the book demonstrates how organizational culture played a crucial role in the resilience and triumph of SMEs during the pandemic By studying these case studies readers gain valuable insights and practical strategies to cultivate and leverage organizational culture for navigating change and driving sustainable growth Using Organizational Culture to Resolve Business Challenges is a comprehensive resource for academic scholars stakeholders business professionals and students It thoroughly explores the impact of organizational culture on SMEs emphasizing the critical importance of fostering a strong culture and providing actionable guidance for establishing and nurturing it within these enterprises The book equips readers with the necessary knowledge and tools to thrive in the face of adversity and seize new opportunities in today s rapidly evolving business environment Whether readers seek to understand the role of culture in SME success or want practical advice for implementing cultural strategies this book offers valuable expertise to help SMEs not only survive but thrive in challenging times **The Oxford Handbook of Work and Family**

Tammy D. Allen,Lillian T. Eby,2016-05-17 The Oxford Handbook of Work and Family examines contemporary work family issues from a variety of important viewpoints By thoroughly examining where the field has been and where it is heading this important volume offers razor sharp reviews of long standing topics and fresh ideas to move work family research and practice in new and necessary directions In providing comprehensive interdisciplinary cross cultural and cross national perspectives Tammy D Allen and Lillian T Eby have assembled a world class team of scholars and practitioners to offer readers cutting edge information on this rapidly growing area of scientific inquiry The Handbook also includes reviews of historically under studied groups and highlights the important role that technology plays in shaping the work family interface the potential contribution of neuroscience to better understanding work family issues the ways in which work family scholarship and practice can be enhanced through theoretical perspectives and the use of social media to translate important research findings to the public The Oxford Handbook of Work and Family is a roadmap for moving work family scholarship forward while also providing rich descriptive accounts of how major organizations have been able to turn research findings into effective evidence based policies and practices to help adults better manage both work and family responsibilities

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