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Improving Organizational Interventions for Stress and Well-Being

Addressing Process and Context



Improving Organizational Interventions For Stress And Well Being Addressing Process And Context

Cary Cooper, Michael Leiter



Improving Organizational Interventions For Stress And Well Being Addressing Process And Context:

Improving Organizational Interventions For Stress and Well-Being Caroline Biron, Maria Karanika-Murray, Cary Cooper, 2012-11-12 This book brings together a number of experts in the field of organizational interventions for stress and well being and discusses the importance of process and context issues to the success or failure of such interventions The book explores how context and process can be incorporated into program evaluation providing examples of how this can be done and offers insights that aim to improve working life Although there is a substantial body of research supporting a causal relationship between working conditions and employee stress and well being information on how to develop effective strategies to reduce or eliminate psychosocial risks in the workplace is much more scarce ambiguous and inconclusive Indeed researchers in this field have so far attempted to evaluate the effectiveness of organizational interventions to improve workers health and well being but little attention has been paid to the strategies and processes likely to enhance or undermine interventions The focus of this volume will help to overcome this qualitative quantitative divide This book discusses conceptual developments practical applications and methodological issues in the field As such it is suitable for students practitioners and researchers in the fields of organizational psychology and clinical psychology as well as human resources management health safety medicine occupational health risk management and public health **Derailed**

Organizational Interventions for Stress and Well-Being Maria Karanika-Murray, Caroline Biron, 2015-07-30 Providing an overview of researchers and practitioners confessions on the fascinating phenomenon of failed or derailed organizational health and well being interventions and contextualizing these confessions is the aim of this innovative volume Organizational intervention failures paradoxes and unexpected consequences can offer a lot of rich and extremely useful practical lessons on intervention design and implementation and possibly on the design of future research on organizational interventions This volume presents lessons learned from derailed interventions and provides possible solutions to those tasked with implementing interventions It provides an open practical and solutions focused account of researchers and practitioners experiences in implementing organizational interventions for health and well being *Organizational Interventions for Health and Well-being* Karina Nielsen, Andrew Noblet, 2018-06-14 This important new collection provides not only a comprehensive overview of how organizational interventions can improve health and well being in the workplace addressing its causes rather than the symptoms but also the practical issues faced in their design implementation and evaluation Drawing on a range of case studies and empirical investigations it is the first book to seriously examine each element of the intervention process and to recognize the individual group leader and organizational factors that researchers should consider The authors describe the various challenges to such collaborative processes as well as the specific methods and tools that can be used in response Each chapter offers practical evidence based guidance Featuring a final section examining new directions and approaches in organizational intervention research the book features contributions from some of the leading

international researchers in the field It will be essential reading for any researcher or practitioner interested in the practical issues involved in improving the organization design and management of the contemporary workplace The Routledge Companion to Wellbeing at Work Cary Cooper, Michael Leiter, 2017-05-18 Over recent years many companies have developed an awareness of the importance of an active rather than passive approach to wellbeing at work Whilst the value of this approach is widely accepted turning theory into effective practice is still a challenge for many companies The Routledge Companion to Wellbeing at Work is a comprehensive reference volume addressing every aspect of the topic Split into five parts it explores different models of wellbeing personal qualities contributing to wellbeing job insecurity and organizational wellbeing workplace supports for wellbeing and initiatives to enhance wellbeing The international team of contributors provide a solid foundation to research and practice including contemporary topics such as architecture coaching and fitness in the workplace Edited by two of the world's leading scholars on the subject this text is a valuable tool for researchers students and practitioners in HRM and organizational psychology

Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manager and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field

Wellbeing, Recovery and Mental Health Mike Slade, Lindsay Oades, Aaron Jarden, 2017-02 This book brings together current research on recovery and wellbeing to inform mental health systems and wider community

development **Positive Psychological Intervention Design and Protocols for Multi-Cultural Contexts** Llewellyn Ellardus Van Zyl, Sebastiaan Rothmann Sr., 2019-06-11 This volume presents innovative and contemporary methodologies and intervention protocols for the enhancement of positive psychological attributes in multicultural professional and organizational contexts Most methods models and approaches that underpin positive psychological interventions are confined to clinical samples closed systems or monocultural contexts which restrict their applicability to particular contexts Extensive practical intervention protocols designs and methods which usually accompany first draft intervention papers are condensed into brief paragraphs in final manuscripts or removed in their entirety This in turn reduces their potential for replicability or adoption by consumers practitioners or industry This volume develops guidelines for enhancing positive psychological attributes such as positive moods e g positive affect life satisfaction strengths e g gratitude humour cognitions e g hope optimism and behaviours e g emotional regulation positive relationship building within various multicultural contexts Thereby it shows how positive psychology interventions can be replicated to a wide range of contexts beyond those in which they were developed **Creating Healthy Workplaces** Caroline Biron, Ronald J. Burke, 2016-05-13 The contributions in *Creating Healthy Workplaces* include a number of interventions that relate the efforts undertaken by researchers and organizations together to reduce stress and improve the mental and physical health of employees through positive change initiatives Those working in the field of occupational stress have received criticism that too much emphasis has been placed on negative issues and that positive initiatives have been largely ignored With the growing influence of the positive movement this book explores the implications of using a positive approach as opposed to a stress management one and compares the types of interventions they each require From a positive perspective there is a need to understand the characteristics of healthy thriving and flourishing people and organizations This book explores the implications of using a positive approach as opposed to a stress management one Some of the interventions described in *Creating Healthy Workplaces* target individuals and their attitudes and behaviours others target workplace relationships work units and the wider organization Outcomes such as reduced occurrences of smoking obesity depression elevated blood pressure accidents and workplace injuries presenteeism absence and staff turnover are reported The factors associated with the success of these interventions are identified and advice is given as to how interested individuals and organizations might proceed to develop worksite interventions on their own *Creating Healthy Workplaces* Professor Cary L Cooper CBE, Professor Caroline Biron, Professor Ronald J Burke, 2014-02-28 *Creating Healthy Workplaces* includes interventions that relate the efforts undertaken by researchers and organizations to reduce stress and improve the mental and physical health of employees through positive change initiatives Those working in the field of occupational stress have received criticism that too much emphasis has been placed on negative issues and that positive initiatives have been largely ignored This book delves into both the positive and the stress fields and compares the types of interventions each entail Some of the interventions

described target individuals and their attitudes and behaviours others target workplace relationships work units and the wider organization Outcomes such as reduced occurrences of smoking obesity depression elevated blood pressure accidents and workplace injuries absence and staff turnover are reported The factors associated with the success of these interventions are identified and advice is given as to how you might proceed to develop worksite interventions of your own **The**

Handbook of Stress and Health Cary Cooper,James Campbell Quick,2017-04-17 A comprehensive work that brings together and explores state of the art research on the link between stress and health outcomes Offers the most authoritative resource available discussing a range of stress theories as well as theories on preventative stress management and how to enhance well being Timely given that stress is linked to seven of the ten leading causes of death in developed nations yet paradoxically successful adaptation to stress can enable individuals to flourish Contributors are an international panel of authoritative researchers and practitioners in the various specialty subjects addressed within the work *Corporate Wellness Programs* Ronald J. Burke,Astrid M. Richardsen,2014-11-28 *Corporate Wellness Programs* offers contributions from international experts examining the planning implementation and evaluation of wellness initiatives in organizations and offering guidance on how to introduce these programs in to the workplace **Stress in Policing** Ronald J.

Burke,2016-07-01 Stress in policing remains a serious concern for individual officers their families their organizations and society at large As an editor of the Psychological and Behavioural Aspects of Risk series Ronald J Burke brings together the latest research findings and intervention strategies shown to be effective by an international group of experts The contributors comprise of a group of high profile researchers and writers who are experts in their respective fields This edited collection addresses such issues as The increased risk of international terrorism Racial profiling Police Culture Police integrity Police suicide Inadequate police training The work of police officers exposes them to sources of stress that increase several risks in terms of their psychological and physical health their family relationships physical injuries emotional trauma ambiguity about their roles in society Shift work and undercover work add additional burdens to officers and their families Police work also places risks on the communities in which officers serve in terms of officers being inadequately trained to deal with mentally ill citizens **Ergonomic Workplace Design for Health, Wellness, and Productivity** Alan

Hedge,2016-08-05 Even with today s mobile technology most work is still undertaken in a physical workplace Today s workplaces need to be healthy environments that minimize the risks of illnesses or injuries to occupants to compete in the marketplace This necessitates the application of good ergonomics design principles to the creation of effective workplaces and this is the focus of this book This book will Focus on ergonomic design for better health and ergonomic design for better productivity Presents environments that support new ways of working and alternative workplace strategies as well as the impacts of new technologies Covers the role of ergonomics design in creating sustainable workplaces Includes ergonomics design for a wide variety of workplaces from offices to hospitals to hotels to vehicles etc Shows the design principles on how

to design and create a healthy and productive workplace The market lacks an ergonomics design book that covers the topics that this book will cover This book summarizes design principles for practitioners and applies them to the variety of workplace settings described in the book No other book currently on the market does that **Advances in Human Factors, Business Management and Leadership** Jussi Ilari Kantola, Salman Nazir, Vesa Salminen, 2021-07-07 This book analyzes new theories and practical approaches for promoting excellence in human resource management and leadership It shows how the principles of creating shared value can be applied to ensure faster learning training business development and social renewal In particular it presents novel methods and tools for tackling the complexity of management and learning in both business organizations and society Gathering the proceedings of the AHFE 2021 Conferences on Human Factors Business Management and Society and Human Factors in Management and Leadership held virtually on July 25 29 2021 from USA this book provides researchers and professionals with extensive information practical tools and inspiring ideas for achieving excellence in a broad spectrum of business and societal activities Salutogenic organizations and change Georg F. Bauer, Gregor J. Jenny, 2013-07-01 New and current approaches to organizational health intervention research are the main focus of this comprehensive volume Each chapter elaborates on the respective intervention researcher s concept of a healthy organization his her approach to changing organizations and how to research these interventions in organizations As a common ground the book consistently relates to the notion of salutogenesis focusing on resources and positive outcomes of health oriented organizational change processes Out of the virtual dialogue between the chapters common themes and potential trends for the future are identified An Introduction to Contemporary Work Psychology Maria C.W. Peeters, Jan de Jonge, Toon Taris, 2013-12-16 AN INTRODUCTION TO CONTEMPORARY WORK PSYCHOLOGY This book provides a comprehensive introduction to the field featuring contributions from around the world Not only is the book well written it is also very readable and entertaining and provides a thorough and scholarly introduction to all aspects of the field I strongly and unreservedly endorse and recommend it Anthony Harold Winefield PhD Professor of Psychology University of South Australia Work behaviour is crucial to our health and well being and to organizational performance Work also impacts on our behaviour outside work and on family life With contributions of many of the world s leading experts this strong editorial team has produced the first standard book on work psychology the scientific study of work behaviour and its antecedents and consequences It is a must for anyone seriously interested in work work behaviour and people at work Michiel Kompier Professor of Work and Organizational Psychology Radboud University Nijmegen An Introduction to Contemporary Work Psychology is the first textbook to provide a comprehensive overview of work psychology Moving beyond the terrain of introductory industrial organizational psychology textbooks this book examines the classic models current theories and contemporary issues affecting the twenty first century worker This text covers all aspects of the psychology of working including topics such as safety at work working times work family interaction recovery from work technology job demands

and job resources working in teams and sickness absence While many books in the field focus on the adverse effects of work this one is unique in emphasizing also the positive aspects and outcomes of work including motivation performance creativity and engagement The book also contains chapters on job related prevention and intervention strategies with a special focus on positive interventions and proactive techniques such as job crafting and promoting positive work behaviours Edited by respected leaders in the field and with chapters written by a global team of experts this is the textbook for advanced undergraduate and graduate courses focusing on work psychology

Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance Baykal, Elif, 2019-11-15 Positive psychology focuses on finding the best one has to offer and repairing the worst to such a degree that one becomes a more responsible nurturing and altruistic citizen However since businesses are composed of groups and networks using positive psychology in the workplace requires applications at both the individual and the group levels There is a need for current studies that examine the practices and efficacy of positive psychology in creating organizational harmony by increasing an individual's wellbeing The Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance is a collection of innovative research that combines the theory and practice of positive psychology as a means of ensuring happier employees and higher productivity within an organization Featuring coverage on a broad range of topics such as team building spirituality and ethical leadership this publication is ideally designed for human resources professionals psychologists entrepreneurs executives managers organizational leaders researchers academicians and students seeking current research on methods of nurturing talent and empowering individuals to lead more fulfilled constructive lives within the workplace

Work and pain Elaine Wainwright, Christopher Eccleston, 2019-12-05 From childhood to millennials and beyond it is essential we take a life course approach to occupation and work when in pain Written by experts in the field *Work and pain* A lifespan development approach provides an authoritative summary and analysis of the relationship between all forms of occupation and pain Divided into three sections Foundations provides a critical account of the nature of work and of pain The next section Investigations analyses the bi-directional relationships between children living with chronic pain and parents between being a child in pain and schooling what it is to be a millennial in pain the implications of pain which is determined to be occupational in origin and enabling a life lived well with pain as one ages The final section Interventions critically reviews what individuals can change what workplaces can do and how governments can innovate to try to maximise workability for people living with pain in the context of current working practices *Work and pain* A lifespan development approach investigates and guides the reader on understanding how and why people seek to be occupied and how we can maximise their social and personal involvement when living with ongoing pain suggesting ways forward in research practice and policy

Thriving in Digital Workspaces Melinde Coetzee, 2019-08-30 This edited volume focuses on innovative solutions to the debate on human thriving in the fast emerging technology driven cyber physical work context also called Industry 4.0 The

volume asks the important question How can people remain relevant and thrive in workplaces that are increasingly virtual technology driven and imbued with artificial intelligence This volume includes two major streams of discussion it provides multidisciplinary perspectives on what thriving could mean for individuals managers and organisations in current and future non linear and Web driven workspaces In this context it points to the need to rethink the curricula of the psychology of human thriving so that it is applicable to Industry 4 0 Second it discusses the new platforms of learning opening up in organisations and the ways and means with which people s learning practices can be adapted to changing scenarios Some of these scenarios are changing job designs and talent requirements the demand for creativity the need for virtual teams and intercultural collaborations and changing emotional competencies This topical volume includes contributions by scholars from across the world and is of interest to scholars practitioners and postgraduate students of psychology organizational behaviour and human resource management

The Routledge Companion to Management and Workplace Spirituality Joan Marques, 2019-03-06 The Routledge Companion to Management and Workplace Spirituality provides readers with a broad cutting edge overview of the discipline of management spirituality and religion MSR Marques has gathered leading scholars from around the world who share their insights and research on important topics such as linking spirituality and religion cultural influences on workplace spirituality mindfulness and managing spiritually averse people The volume also covers each of the major religions from both East and West as well as leadership and spirituality and issues related to linking spirituality to ethics sustainability and corporate social responsibility This volume will prove invaluable to any student or researcher looking for a comprehensive survey of the field of MSR

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