

# From Work-Family BALANCE to Work-Family INTERACTION

Changing the Metaphor



Edited by  
Diane E. Halpern • Susan Elaine Murphy

# From Work Family Balance To Work Family Interaction Changing The Metaphor

**Diane F. Halpern, Fanny Cheung**



## **From Work Family Balance To Work Family Interaction Changing The Metaphor:**

From Work-Family Balance to Work-Family Interaction Diane F. Halpern, Susan Elaine Murphy, 2005-01-03 There are many lessons to be learned about work family interaction It is clear that some people have learned how to combine work and family in ways that are mutually supporting at least much of the time and some employers have created work environments and policies that make positive interdependence of these two spheres more likely to occur This book discusses measures of work family conflict policies designed to reduce conflict comparisons with other industrialized nations and reasons why family friendly work policies have not been adopted with enthusiasm The purpose is to consider a broad range of topics that pertain to work and family with the goal of helping employers and working families understand the work life options that are available so they can make choices that offer returns on investments to employers families and society at large that are consistent with personal and societal values This book brings together a superb panel of experts from different disciplines to look at work and family issues and the way they interact Part I is an overview with a brief discussion by a psychologist economist and a political scientist each of whom provide their own interpretation of how their discipline views this hybrid field Part II considers the business case of the question of why employers should invest in family friendly work policies followed by a section on the employer response to work family interactions Families are the focus of the Part IV followed by a look at children many of whom are at the heart of work and family interaction From Work-family Balance to Work-family Interaction ,2005

From Work-Family Balance to Work-Family Interaction Diane F. Halpern, Susan Elaine Murphy, 2013-06-17 There are many lessons to be learned about work family interaction It is clear that some people have learned how to combine work and family in ways that are mutually supporting at least much of the time and some employers have created work environments and policies that make positive interdependence of these two spheres more likely to occur This book discusses measures of work family conflict policies designed to reduce conflict comparisons with other industrialized nations and reasons why family friendly work policies have not been adopted with enthusiasm The purpose is to consider a broad range of topics that pertain to work and family with the goal of helping employers and working families understand the work life options that are available so they can make choices that offer returns on investments to employers families and society at large that are consistent with personal and societal values This book brings together a superb panel of experts from different disciplines to look at work and family issues and the way they interact Part I is an overview with a brief discussion by a psychologist economist and a political scientist each of whom provide their own interpretation of how their discipline views this hybrid field Part II considers the business case of the question of why employers should invest in family friendly work policies followed by a section on the employer response to work family interactions Families are the focus of the Part IV followed by a look at children many of whom are at the heart of work and family interaction From Work-Family Balance to Work-Family Interaction Diane Halpern, Susan Murphy, 2013 There are many lessons to be learned

about work family interaction It is clear that some people have learned how to combine work and family in ways that are mutually supporting at least much of the time and some employers have created work environments and policies that make positive interdependence of these two spheres more likely to occur This book discusses measures of work family conflict policies designed to reduce conflict comparisons with other industrialized nations and reasons why family friendly work policies have not been adopted with enthusiasm The purpose is to consider a broad range of topics that pertain to work and family with the goal of helping employers and working families understand the work life options that are available so they can make choices that offer returns on investments to employers families and society at large that are consistent with personal and societal values This book brings together a superb panel of experts from different disciplines to look at work and family issues and the way they interact Part I is an overview with a brief discussion by a psychologist economist and a political scientist each of whom provide their own interpretation of how their discipline views this hybrid field Part II considers the business case of the question of why employers should invest in family friendly work policies followed by a section on the employer response to work family interactions Families are the focus of the Part IV followed by a look at children many of whom are at the heart of work and family interaction

### **Conceptualising Women's Working Lives**

Wendy Patton, 2013-04-20 Theoretical work on the career development of women has travelled a journey from critique to creation Early work responded to and criticised a literature that focused on theorising male roles in a workplace that was conceptualised as providing vertical career paths primarily for middle class males More recently theorists are creating new constructions and frameworks to enable a more holistic understanding of career applicable to both women and men These constructions include broadening the discussion from women s careers to women s working lives This is the fifth book in the Sense Publishers Career Development Series It features the vibrant work of contributors from around the world writing in the field of women s working lives It emphasises the need to explore theoretical connections and understandings in order to facilitate a more holistic and inclusive understanding of women s working lives The writers in the current volume acknowledge the changing roles of women in both public and private spheres Women s roles in paid work are changing both in their nature and type of engagement In addition with an ageing population women s roles in care work are increasingly being extended from child care to aged care This book provides a history of theorising about women s careers in addition to presenting a focus on current empirical and theoretical work which contributes to understandings of women s working lives It s contributions both map the current discourse and challenge future work to extend the boundaries of that discourse

Understanding and Supporting Law Enforcement Families Robert P. Delprino, 2017-12-27 Understanding and Supporting Law Enforcement Families through a synthesis of the research literature presents and explores some of the challenges faced by police families as well as developments that have taken place to support them in balancing family and work life There are demands and requirements from the job over which family members have little control Shift work negative public perceptions

of law enforcement changes in the officer's personality as well as living with the potential that their loved one may be injured or killed are among the unique challenges law enforcement families face. These extraordinary life events are discussed as well as the potential physical and psychological reactions to these stressors. In addition to an overview of support programs and services, specific resources from national organizations are provided on support for family members of an officer killed in the line of duty and organizational policies for the funeral of an officer who commits suicide and officer domestic violence. This book examines the existing research as a means to clarify issues faced by law enforcement families and discusses the availability of resources to provide the support these families need and deserve. A great deal of realizing that potential will be dependent upon actively including the law enforcement family in all aspects of the support process. It is not a conventional self-help book but intended for researchers, practitioners, students, and others with interest in the study and support of law enforcement families.

**Understanding Ethics and Responsibilities in a Globalizing World** Maria Cecilia Coutinho de Arruda, Boleslaw Rok, 2015-12-21. This book contemplates the ethics of responsibility in a large range of meanings, consequences, and impacts. It reflects the perspectives and reasoning of 24 authors from all continents. All chapters are original papers presented at the Fifth World ISBEE Congress that took place in Warsaw, Poland, at the Kozminski University on 11-14 of July 2012. In this book, ethics and responsibility are considered essential traits of character, not only in the business or governmental arenas but in any initiative, decision, and activity. The contributions to this book focus on a spectrum of themes, terms, and concepts: the global corporate social responsibilities perspective, covering impacts, challenges, analysis, criticism, consequences of important topics of real life, sustainability, international economy and regimes, corruption, poverty, and violence, among others. The book is intended for academics, researchers, and professionals in all continents who are dedicated to Ethics, Business Ethics, Corporate Social Responsibility, Social Innovation, and Sustainability Management.

*Women at the Top* Diane F. Halpern, Fanny Cheung, 2011-09-07. Using case studies of top-level women and research in the field, *Women at the Top* breaks new ground and offers new insight into how women can create dually successful lives. It explores the work histories, motivation, leadership styles, mentors, and family backgrounds of a diverse assortment of top-level women, including the case studies of the President of Old Navy Gap, the Chairman of Deloitte and Touche, the VP of IBM operations, a Supreme Court Judge in China, the President of Legislative Council in Hong Kong, several university presidents, and more. It weighs the positive effects of multiple roles and positive and negative work-life spill-over, discusses strategies for success (e.g., scaling back, juggling the need for social support, and the importance of cultural context).

*Encyclopedia of Human Relationships* Harry T. Reis, Susan Sprecher, 2009-03-15. Library Journal Best Reference 2009. An excellent gateway to further examination of any of the subdisciplines of relationship science or as a research tool in its own right. Library Journal: Relationships are fundamental to nearly all domains of human activity, from birth to death. When people participate in healthy, satisfying relationships, they live, work, and learn more effectively. When relationships are distressed or dysfunctional, people are less

happy less healthy and less productive Few aspects of human experience have as broad or as deep effects on our lives The Encyclopedia of Human Relationships offers an interdisciplinary view of all types of human associations friends lovers spouses roommates coworkers teammates parents and children cousins siblings acquaintances neighbors business associates and so forth Although each of these connections is unique in some respect they share a common core of principles and processes These three volumes provide a state of the art review of the extensive theories concepts and empirical findings about human relationships Key Features Compiles leading edge information about how people think feel and act toward each other Presents the best in the field authors who have contributed significant scientific knowledge about personal relationships over the past several decades Offers a diverse approach to relationship science with contributions from psychology sociology communication family studies anthropology physiology neuroscience history economics and legal studies Key Themes Cognitive Processes in Relationships Communication Processes Creating and Maintaining Closeness Dating Courtship and Marriage The Dark Side of Relationships Emotion Processes in Relationships Family Friendship and Caregiving in Adulthood Health and the Biology of Relationships Methods for Studying Relationships Personality and Individual Differences Prevention and Repair of Relationship Problems Psychological Processes Sexuality Social Context of Relationships Social Relations in Childhood and Adolescence Theoretical Approaches to Studying Relationships Types of Relationships Our relationships influence virtually all aspects of our everyday existence and are of deep interest to students researchers academics and laypeople alike This Encyclopedia is an invaluable addition to any academic or public library

*Work and Quality of Life* Nora P. Reilly, M. Joseph Sirgy, C. Allen Gorman, 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

*Normal Family Processes, Fourth Edition* Froma Walsh, 2015-10-02 Widely adopted this valued course text and

practitioner guide has expanded the understanding of family normality and healthy functioning in our increasingly diverse society The editor and contributors are at the forefront of research and clinical training They describe the challenges facing contemporary families and ways in which clinicians can promote resilience With consideration of sociocultural and developmental influences chapters identify key family processes that nurture and sustain strong bonds in couples dual earner divorced single parent remarried adoptive and kinship care families gay and lesbian families culturally diverse families and those coping with adversity such as trauma poverty and chronic illness New to This Edition Reflects important research advances and the changing contexts of family life Additional chapter topics kinship care family rituals evidence based assessment and neurobiology All chapters have been fully updated

**Investing in People** Wayne F. Cascio, John W. Boudreau, 2009-07-08 A Logical Proven Framework for Understanding the Economic Value of Human Resources Investments How to choose Human Resources investments that deliver optimal strategic value and eliminate those that don't Best practice metrics and analysis techniques for talent management performance management health and wellness programs and much more Investing in People introduces a breakthrough approach to Human Resources HR measurement that systematically aligns HR investments with organizational goals and helps make HR the true strategic partner it needs to be Wayne F. Cascio and John W. Boudreau show exactly how to choose implement and use metrics to improve decision making optimize organizational effectiveness and maximize the value of HR investments You'll master crucial foundational principles such as risk return and economies of scale and use them to evaluate investments objectively in everything from work life programs to training Cascio and Boudreau also introduce powerful ways to integrate HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside the HR function If you truly want a seat at the table or if you want to keep the one you have you'll find this book utterly indispensable Free software available online You don't need to be a math wizard to get results from Investing in People Visit [www.shrm.org/publications/books](http://www.shrm.org/publications/books) to access software that automates virtually all of this book's key formulas and calculations Foreword xi Acknowledgments xiii About the Authors xiv Preface xv Plan for the Book xvii Chapter 1 Making HR Measurement Strategic 1 Chapter 2 Analytical Foundations of HR Measurement 21 Chapter 3 The Hidden Costs of Absenteeism 43 Chapter 4 The High Cost of Employee Separations 67 Chapter 5 Employee Health Wellness and Welfare 99 Chapter 6 Employee Attitudes and Engagement 125 Chapter 7 Financial Effects of Work Life Programs 151 Chapter 8 Staffing Utility The Concept and Its Measurement 171 Chapter 9 The Economic Value of Job Performance 195 Chapter 10 The Payoff from Enhanced Selection 223 Chapter 11 Costs and Benefits of HR Development Programs 245 Chapter 12 Talent Investment Analysis Catalyst for Change 271 Appendix A The Taylor Russell Tables 285 Appendix B The Naylor Shine Table for Determining the Increase in Mean Criterion Score Obtained by Using a Selection Device 297 Index 309

**The Changing Realities of Work and Family** Amy Marcus-Newhall, Diane F. Halpern, Sherylle J. Tan, 2009-01-30 Changing Realities of Work and Family is an interdisciplinary volume that examines the

multiple realities of work and family from academic, commercial, and political perspectives. The book brings together works by an extraordinary list of contributors including Jane Swift, former governor of Massachusetts; practitioners from industry; the leading attorney in discrimination against mothers and pregnant women; and outstanding academics from psychology, business, economics, and human relations. Examines work and family in the political arena; gay and lesbian workers; work and family as it relates to single mothers; and the role of culture and community. Includes original empirical articles written expressly for this work in which the most current research on the field of work and family will be presented. Provides real world examples of the intersection of work and family in such fields as business, government, and the law.

**Managerial Skills** Alex K., Focuses on interpersonal skills, strategic and lateral thinking, facing changes and challenges, staying motivated, effective decision making, conflict resolution, leadership, communication, human network, CSR, professional ethics, workplace, office politics, planning for a second career. 2 Readers can learn the art of getting things done in a more relaxed and confident way. 3 The readers overcome their weaknesses and become good managers.

*Innovations in Child and Family Policy* Emily M. Douglas, 2010-02-08. *Innovations in Child and Family Policy* tackles many of the common problems and challenges that are considered to be at the heart of child and family policy: family creation, economic support, childrearing, and family care. Giving *Innovations* begins by defining child and family policy and discussing the history of this growing specialization within the social sciences. The main chapters of *Innovations* address policy and programmatic solutions to problems that face families by topic area: 1 early childhood and education; 2 government interventions with family violence, children's welfare, and the justice system; and 3 supports for children and families. Specifically, the chapters in *Innovations* address the availability of child care, family medical leave, special needs children, parent involvement in their children's education, preventing and addressing child abuse and neglect, children who witness partner violence, child support orders, children of incarcerated fathers, and young adults in the justice system. What makes this book unique is that it contains applied research from many program evaluations or assessments of existing state level legislation. Social scientists from multiple disciplines examine the efficacy of such programs and policies to make recommendations for expanded or new child and family policies. For our novice and/or student readers, we hope that *Innovations* will help them to develop a greater sense of what academics, professionals, and politicians mean when they speak of child and family policy, and also an appreciation for how social science research can contribute to policy making to support children and families. For our more advanced readers, we hope that these chapters make a significant contribution to the conversations regarding how multidisciplinary social science research can inform policy recommendations. For all of our readers, we hope that the use-inspired research presented in *Innovations* will help to strengthen and support the work.

*Sync Your Relationship, Save Your Marriage* Peter Fraenkel, 2011-03-15. Award-winning couples therapist Peter Fraenkel argues that most relationship problems can be traced to partners being out of sync on the powerful but mostly hidden dimension of time. Differences in daily rhythms, personal pace, punctuality, time perspective, and



priorities about how time is allocated can all lead to couple conflict Yet the fascinating fact is that these polarizing time differences play a potent role in attracting lovers in the first place In this trailblazing new book he draws on his original research to show how a clearer understanding of these forces can improve the health of your relationship and even rescue a failing one     Widening the Family Circle Kory Floyd, Mark T. Morman, 2006 Widening the Family Circle New Research on Family Communication bridges the significant gap in family communication literature by providing a thorough examination of lesser studied family relationships such as those involving grandparents in laws cousins stepfamilies and adoptive parents In this engaging text editors Kory Floyd and Mark T Morman bring together a diverse collection of empirical studies theoretic essays and critical reviews of literature on communication to constitute a stronger more complete understanding of communication within the family     *The Definitive Guide to HR Management Tools (Collection)* Alison Davis, Jane Shannon, Wayne Cascio, John Boudreau, James C. Sesil, Ben Waber, Bashker D. Biswas, Steven Director, 2013-11-07 A brand new collection of high value HR techniques skills strategies and metrics now in a convenient e format at a great price HR management for a new generation 6 breakthrough eBooks help you help your people deliver more value on every metric that matters This unique 6 eBook package presents all the tools you need to tightly link HR strategy with business goals systematically optimize the value of all your HR investments and take your seat at the table where enterprise decisions are made In *The Definitive Guide to HR Communication Engaging Employees in Benefits Pay and Performance* Alison Davis and Jane Shannon help you improve the effectiveness of every HR message you deliver Learn how to treat employees as customers clarify their needs and motivations leverage the same strategies and tools your company uses to sell products and services package information for faster better decision making clearly explain benefits pay and policies improve recruiting orientation outplacement and much more In *Investing in People Second Edition* Wayne Cascio and John W Boudreau help you use metrics to improve HR decision making optimize organizational effectiveness and increase the value of strategic investments You ll master powerful solutions for integrating HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR In *Financial Analysis for HR Managers* Dr Steven Director teaches the financial analysis skills you need to become a true strategic business partner and get boardroom and CFO buy in for your high priority initiatives Director covers everything HR pros need to formulate model and evaluate HR initiatives from a financial perspective He walks through crucial financial issues associated with strategic talent management offering cost benefit analyses of HR and strategic financial initiatives and even addressing issues related to total rewards programs In *Applying Advanced Analytics to HR Management Decisions* pioneering HR technology expert James C Sesil shows how to use advanced analytics and Big Data to optimize decisions about performance management strategy alignment collaboration workforce succession planning talent acquisition career development corporate learning and more You ll learn how to integrate business intelligence ERP Strategy Maps Talent Management Suites and advanced analytics and use them together

to make far more robust choices In Compensation and Benefit Design world renowned compensation expert Bashker D Biswas helps you bring financial rigor to compensation and benefit program development He introduces a powerful Human Resource Life Cycle Model for considering compensation and benefit programs fully addresses issues related to acquisition general compensation equity compensation and pension accounting assesses the full financial impact of executive compensation and employee benefit programs and discusses the unique issues associated with international HR programs Finally in People Analytics Ben Waber helps you discover powerful hidden social levers and networks within your company and tweak them to dramatically improve business performance and employee fulfillment Drawing on his cutting edge work at MIT and Harvard Waber shows how sensors and analytics can give you an unprecedented understanding of how your people work and collaborate and actionable insights for building a more effective productive and positive organization Whatever your HR role these 6 eBooks will help you apply today s most advanced innovations and best practices to optimize workplace performance and drive unprecedented business value From world renowned human resources experts Alison Davis Jane Shannon Wayne Cascio John W Boudreau Steven Director James C Sesil Bashker D Biswas and Ben Waber     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 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     *Power Mentoring* Ellen A. Ensher,Susan Murphy,2011-01-07 Written to reflect the realities of todays business environment *Power Mentoring* is a nuts and bolts guide for anyone who wants to create a connection with a protg or mentor or to improve a current mentoring relationship Filled with illustrative examples and candid insights from fifty of America smost successful mentors and protgs *Power Mentoring* unlocks the secrets of great mentoring relationships and shows how anyone including those who are well established in their careers or those who are just starting out can become a successful mentor or protg Based on compelling interviews from Ellen Ensher and Susan Murphys own research this important resource explains what it takes to develop a

power mentoring network consisting of a variety of mentors across a range of organizations and industries The authors provide strategies for establishing suchpower mentoring relationships outline the best practices and offer insights from mentors and protgs in a variety of fields including technology politics and the media

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### **From Work Family Balance To Work Family Interaction Changing The Metaphor Introduction**

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