



Flexible Working

**Martha Albertson Fineman, Jonathan
W. Fineman**



Flexible Working:

Flexible Working Practices and Approaches Christian Korunka, 2021-10-25 Modern workplaces are following a strong trend of increasing flexible working practices and approaches offering more flexibility in working times working places work organization and work relations as the result of new information and communication technologies This book brings together a group of internationally recognized experts in the field of flexible work to examine the psychological and social implications of these practices describing the current state of research and empirically based practices in this field It focuses on organizational job and individual factors related to the quality of working life and identifies potential risk groups where the benefits of flexible work are suppressed or not realized Ideal for organizations implementing or considering implementing flexible work for professionals and researchers in work and organizational psychology and for HR professionals this volume is an invaluable overview of rapidly changing work norms and their impact on working life

50 Things You Can Do Today to Manage Stress at Work Cary Cooper, Howard Kahn, 2013-02-04 In this easy to follow book Professor Cary Cooper and Dr Howard Kahn guide you through the steps you can take to manage and control stress in the workplace This book helps you to understand what stress is and identify how and why it occurs at work and offers practical advice to help you make positive changes

Managing Work-Life Balance in Construction Helen Lingard, Valerie Francis, 2009-04-09 Work in the construction industry is particularly tough It demands excessively long hours and frequent weekend work Other characteristics are particularly marked such as re location job insecurity and distinctive behavioural patterns which negatively affect employees personal lives further Work life balance has emerged as one of the most pressing management issues in the 21st century For construction managers dealing with traditional models of work and rigid work schedules the issue may be especially difficult to manage and yet the work life balance is now recognised as an issue of strategic importance to the construction industry It is critical to the construction industry s continued ability to attract and retain a talented workforce and it is also inextricably linked to organizational effectiveness and employees well being This book presents the argument for the management of work life balance in the construction industry It maps the changes to the workforce demographic profile and the changing expectations relating to work and personal life that occurred during the second half of the 20th century Legal imperatives for managing work life balance are set out It also presents work life balance theory and discusses the practical implications of research along with extensive empirical data collected from the industry Lastly practical advice is provided about what construction organizations can and should do to manage work life balance This provides a unique guide to a key issue

Balancing Jobs and Family Life Halcyone H. Bohen, Anamaria Viveros-Long, 1981 Monograph on the effects of flexible hours of work on conflicting demands of parenting and employment esp Of married women woman workers in the USA based on a survey of civil servants in Washington D C considers sociological aspects and psychological aspects the influence of traditional sexual division of labour the effect on quality of

working life child care job satisfaction etc and explains research methodology incl Data collecting and data analysis Bibliography pp 257 to 329 and tables

Well-being Ivan Robertson, Cary Cooper, 2011-04-27 High levels of well being at work is good for the employee and the organization It means lower sickness absence levels better retention and more satisfied customers People with higher levels of well being live longer have happier lives and are easier to work with This book shows how to improve well being in your organization

Managing Work-life Balance David Clutterbuck, 2003 Work life balance is one of the most important issues facing employers and managers today Employees at all levels are no longer willing to trade their quality of life in order to get a decent standard of living Managers can no longer afford to ignore the costs that the long hours culture imposes on their organisation Overwork causes stress related absenteeism poor retention levels low creativity appalling customer service and unethical employee behaviour Combine that with the risks of being sued by a stressed employee or a parent who wanted to work flexibly and the business case for paying real attention to work life issues has never been stronger This text sets out the roadmap for moving your organisation towards a positive work life culture With clear and practical advice for HR and line managers alike *Managing Work Life Balance* shows you how to engage employers managers and employees in the process of controlling the inherent conflicts between the worlds of work and home

Psychology of Women, Work and Well-being Manju Mishra, 2023-01-01 Psychology of Women Work and Well being is an edited volume with contributions from eminent academicians and professionals The book aims to present a comprehensive review of the complexities associated with the well being of women in the workplace Recent research has shown that despite having significant success in the workplace women s well being has rapidly decreased Working women face a variety of biases and barriers Problems like workplace discrimination gender stereotypes workplace sexual harassment the gender pay gap and the glass ceiling effect are some of the main gendered issues that deteriorate their well being and this volume deals with them and their nuances The well being of working women across different professions i e women in cinema women in leadership and women in the construction industry has been explored in the chapters The volume also covers the techniques to enhance the well being of working women such as mindfulness social relationship and resilience It covers different aspects of working women s well being and provides significant ideas evidence and related data This volume aims to understand and enhance working women s well being in all sections of society The volume is of interest to the researchers and readers of psychology sociology gender studies and other disciplines

Alternate Work Schedules and Part Time Career Opportunities in the Federal Government United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Manpower and Civil Service, 1976

Personnel Literature United States. Office of Personnel Management. Library, 1981

Doing Middle Leadership Right Lyndsay Bawden, Jade Hickin, Kaley Macis-Riley, 2022-04-25 Are you a new or aspiring middle leader Or have you been doing the job for a while but want some practical tips to ease workload and support your staff This book draws together real experiences of middle leadership both

good and bad and offers practical tips to help you find your voice support your team act with integrity and work with the Senior Leadership Team to improve your school Covering all aspects of middle leadership including leadership styles pedagogical approaches the role of social media how to tackle difficult conversations staff wellbeing and much more the authors will help you avoid common pitfalls navigate highs and lows and develop a school environment that enables both students and staff to flourish For any new experienced or prospective middle leader Doing Middle Leadership Right provides a professional insight into how to lead with humanity at the centre of your practice It puts staff and their wellbeing first focussing not only on how to have the highest standards for both students and staff but also how to lead ethically

Human-Centered Computing Don Harris,Vincent Duffy,Michael Smith,Constantine Stephanidis,2019-11-11 The 10th International Conference on Human Computer Interaction HCI International 2003 is held in Crete Greece 22 27 June 2003 jointly with the Symposium on Human Interface Japan 2003 the 5th International Conference on Engineering Psychology and Cognitive Ergonomics and the 2nd International Conference on Universal Access in Human Computer Interaction A total of 2986 individuals from industry academia research institutes and governmental agencies from 59 countries submitted their work for presentation and only those submittals that were judged to be of high scientific quality were included in the program These papers address the latest research and development efforts and highlight the human aspects of design and use of computing systems The papers accepted for presentation thoroughly cover the entire field of humancomputer interaction including the cognitive social ergonomic and health aspects of work with computers These papers also address major advances in knowledge and effective use of computers in a variety of diversified application areas including offices financial institutions manufacturing electronic publishing construction health care disabled and elderly people etc

Vulnerability and the Legal Organization of Work Martha Albertson Fineman,Jonathan W. Fineman,2017-07-06 This book uses the concepts of vulnerability and resilience to analyze the situation of individuals and institutions in the context of the employment relationship It is based on the premise that both employer and employee are vulnerable to various social economic and political forces although differently so It demonstrates how in responding to those complementary institutional relationships of employer and employee the state unequally and inequitably favors employers over employees Several chapters included in this collection also consider how the state shapes creates and maintains through law the social identities of employer and employee and how that legal regime operates as the allocation of power and privilege This unique and fundamental role of the state in defining the employment relationship profoundly affects the respective abilities and degree of resiliency of actual employers and employees Other chapters explore how attention to the respective vulnerability and resilience of those who do and those who direct work in assessing the employment relationship can raise fundamental questions of social justice and suggest new avenues for critical engagement with labor and employment law Collectively these pieces articulate a framework for imaging what would constitute an appropriately Responsive State in the employment

context and how those interested in social justice might begin to use the concepts of vulnerability and resilience in their arguments

Mental Capital and Wellbeing Cary L. Cooper, Usha Goswami, Barbara J. Sahakian, 2009-08-18 This major new reference presents The Foresight Mental Capital and Wellbeing Project a UK Government project in the Government Office for Science It offers a comprehensive exploration of how mental capital and wellbeing operate over the lifespan how experiences in the family in school at work and following retirement augment or reduce mental capital and wellbeing and the impact that this has for the individual and for the welfare and economic progress of the nation Mental Capital and Wellbeing comprises a series of scientific reviews written by leading international scientists and social scientists in the field The reviews undertake systematic analyses of the evidence base surrounding five key themes on which they propose future policies will have to be based An internationally renowned team of Editors introduce each theme and draw together conclusions in terms of both policy and practice

Section 1 Mental Capital and Wellbeing Through Life Mental capital refers to the totality of an individual's cognitive and emotional resources including their cognitive capability flexibility and efficiency of learning emotional intelligence and resilience in the face of stress The extent of an individual's resources reflects his or her basic endowment e.g. genes and early biological programming motivation and experiences e.g. education which take place throughout the life course This section presents the very latest on the science of mental capital throughout life

Section 2 Learning Through Life provides a coherent overview of a fast moving and complex field of policy and practice Educational attainment has a considerable impact on physical and mental wellbeing both directly and indirectly by enabling people better to achieve their goals The ability to continue learning throughout the lifespan is critical to a successful and rewarding life in contemporary societies

Section 3 Mental Health and Ill Health draws together the most recent evidence about positive mental health as well as a range of mental disorders to consider their importance to the population and economy in terms of prevalence and disability and the wider burden on society

Section 4 Wellbeing and Work It is estimated that 13 million working days are lost through stress each year costing the economy over 3.7 billion per annum This theme explores those drivers that influence the nature and structure of work and the impact this has on employee wellbeing

Section 5 Learning Difficulties This theme provides a cutting edge picture of how recent insights from genetics cognitive and neuroscience improve our understanding of learning difficulties such as dyslexia dyscalculia and attention deficit hyperactivity disorder

Reviews focus on how current research can contribute to early diagnosis and improved intervention

The SAGE Handbook of Workplace Learning Margaret Malloch, Len Cairns, Karen Evans, Bridget N O'Connor, 2010-09-21 This Handbook provides a state of the art overview of the field of workplace learning from a global perspective The authors are all well placed theoreticians researchers and practitioners in this burgeoning field which cuts across higher education vocational education and training post compulsory secondary schooling and lifelong education The volume provides a broad based yet incisive analysis of the range of theory research and practical developments in workplace learning The editors

draw together the three essential areas of Theory Research and Practice and Issues and Futures in the field of Workplace Learning In addition final chapters include recommendations for further development Key researchers and writers in the field have approached workplaces as the base of learning about work that is work based learning There has also been emerging interest in variations of this idea such as learning about through and at work Many of the theoretical discussions have centred on adult learning and some on learners managing their own learning with emphasis on aspects such as communities of practice and self directed learning In Europe and Australia early work in the field was often linked to the Vocational Education and Training VET traditions with concerns around skills competencies and on the job learning The idea that learning and workplaces had more to do with real lifelong and lifewide aspects than traditional training regimens has emerged in the last decade Since the mid 1990s the field has grown world wide as an area of theory research and practical work that has not only expanded the interest but has also legitimized the area as a field of study reflection and progress The SAGE Handbook of Workplace Learning draws together a wide range of views theoretical dispositions and assertions and provides a leading edge presentation by key writers and researchers with insight into the field and its current state It is a resource for researchers and academics interested in the scope and breadth of Workplace Learning

Contemporary Approaches in Equality, Diversity and Inclusion Berk Kucukaltan,2023-11-10 Encouraging individuals to adapt and businesses to reshape their resources capabilities and everyday practices this book grounds the contemporary workplace in an EDI mindset that looks beyond temporary pressures and trends to a strong inclusive future

The Dynamics of Managing Diversity Gill Kirton,Anne-marie Greene,2015-07-24 The Dynamics of Managing Diversity was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level This fourth edition has been fully updated to reflect new working practices statistical information and developments in equality and diversity law as well as including new case studies and analysis of current and emerging areas of debate in the UK and across Europe Diversity management is a term that covers not only race disability and sex discrimination but also broader issues such as individual and cultural differences The Dynamics of Managing Diversity fourth edition provides HR and business managers of the future with the legal information and research findings to enable them to develop meaningful diversity policies in their organizations This new edition offers Coverage of topical areas such as female representation on executive boards religious diversity and economic migration following EU enlargement Multiple analytical perspectives such as socio legal and feminist approaches to provide rich insights to the subject matter Practical case studies to illustrate the real life issues in a local international and organizational context Kirton and Greene present the subject of diversity management in a logical and structured manner beginning each chapter with aims and objectives and ending with discussion questions making this book the perfect support resource for those teaching or studying in the field of equality and diversity

Wellness at Work Lynda A. C. Macdonald,2005 Fit healthy stress free workers are more productive than diseased injured or stressed ones They are

also much less likely to sue you The well being of your employees isn't just about your potential legal liability it's also about productivity work life balance and creating the sort of working environment that is essential if you want to become an employer of choice Lynda Macdonald's practical and comprehensive look at all aspects of this issue goes beyond simple compliance This book not only tells you how to avoid being sued it gives you everything you need to implement positive measures that will improve your employees health attendance and performance The business case for looking after your employees wellbeing is compelling here is a clear comprehensive and extremely practical guide to getting it right

Mothers Work! Jessica Chivers, 2011-06-06 While the seemingly perfect celebrities in glossy magazines may make juggling family life with a career look effortless the reality is that reaching equilibrium without going insane requires support and some excellent advice Mothers Work dissects and discusses the burning issues playing on these mothers minds with a warm encouraging voice that nudges women to be proactive and gently draws mums away from the pressure of perfection Jessica shows us that it's good to be good enough and explains how to do it This book will help you to know your ideal work scenario keep in touch and ask for what you want see your family as a team find childcare that fits your family get a grip on guilt go for good enough at home get organised for a smooth return do what it takes to thrive **The Palgrave Handbook of Family Policy** Rense Nieuwenhuis, Wim Van Lancker, 2020-12-14 This open access handbook provides a multilevel view on family policies combining insights on family policy outcomes at different levels of policymaking supra national organizations national states sub national or regional levels and finally smaller organizations and employers At each of these levels a multidisciplinary group of expert scholars assess policies and their implementation such as child income support childcare services parental leave and leave to provide care to frail and elderly family members The chapters evaluate their impact in improving children's development and equal opportunities promoting gender equality regulating fertility productivity and economic inequality and take an intersectional perspective related to gender class and family diversity The editors conclude by presenting a new research agenda based on five major challenges pertaining to the levels of policy implementation in particular globalization and decentralization austerity and marketization inequality changing family relations and welfare states adapting to women's empowered roles **Jobs for the girls** Great Britain: Parliament: House of Commons: Business, Enterprise and Regulatory Reform Committee, 2008-02-09 Incorporating HC 400 i v session 2006 07

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