

Workplace Psychological Health

Current Research and Practice



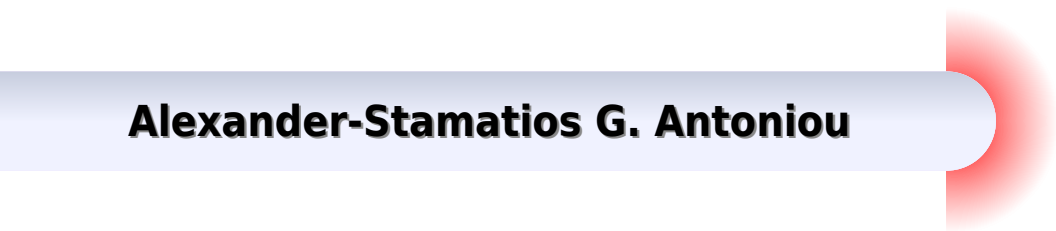
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NEW HORIZONS IN MANAGEMENT

Series Editor: Cary L. Cooper

Workplace Psychological Health Current Research And Practice New Horizons In Management

Alexander-Stamatios G. Antoniou



Workplace Psychological Health Current Research And Practice New Horizons In Management:

Workplace Psychological Health Paula Brough, 2009 This insightful book provides a comprehensive overview of modern occupational health psychology collated by leading international academics The authors offer timely and expert discussion on core themes in this rapidly developing state of the art field Each of the eleven original chapters describes an essential topic within occupational health psychology all focusing on the most progressive and contemporary international research Included are chapters on subjects with established research history for example occupational stress and job satisfaction alongside newly emerging additions such as work addiction and executive coaching This book will be an invaluable and unique reference source for organizational health academics researchers and postgraduate students Workplace Psychological Health is also offered as a useful companion text to human resource professionals and practitioners wanting to maintain continuing professional development

Handbook of Managerial Behavior and Occupational Health

Alexander-Stamatios G. Antoniou, 2009-01-01 The reader will find the articles themselves very well written and well researched this book would best be utilized as a reference tool for a researcher or as a reader for a masters or doctoral level course in organizational studies industrial or organizational psychology this text will be extremely valuable Jeffrey D Yergler Leadership Organization Development Journal This exciting Handbook provides an authoritative and comprehensive overview of managerial behavior and occupational health Containing both theoretical and empirical contributions written by eminent academics the Handbook covers a range of factors that influence behavior including migration and health job insecurity the impact of age diversity work stress and health in the context of social inequality as well as occupational health from a psychological perspective It is an essential reference tool to further research on psychology stress and understanding the behaviors of health within working environments The book will be invaluable to academics and students in the fields of occupational health

Psychological Ownership and the Organizational Context Jon L. Pierce, Iiro Jussila, 2011 Psychological ownership as a phenomenon and construct attracts an increasing number of scholars in a variety of fields This volume presents a comprehensive and up to date review of the psychological ownership literature with particular attention paid to the theory research evidence and comments on managerial applications the authors address key elements that examine an employee's ownership feelings for his or her employing organization the chapters address among others the following themes the meaning of psychological ownership the genesis of ownership feelings the experiences and paths down which people travel that give rise to experiences of ownership and the consequences the personal and work outcomes that stem from the sense of ownership While the majority of the book is focused on feelings of ownership that exist at the individual level the authors introduce the construct of collective psychological ownership as well This work acknowledges that teamwork has become increasingly commonplace in organizations and that like individuals teams can come to a collective sense of ownership for a variety of targets within their work environment the book closes by drawing upon the existing science of

psychological ownership to provide a perspective on its applied managerial implications This book will make a noteworthy addition to scholars libraries university libraries will also value it among their collections Students of organizational psychology management organizational behavior sociology and communication and their professors will find much of interest here

The Psychology of the Recession on the Workplace Cary L. Cooper, Alexander-Stamatios G. Antoniou, 2013-01-01

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

Gender and the Dysfunctional Workplace Suzy Fox, Terri R. Lituchy, 2012

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

resolution will find this an enlightening and thought provoking treatise on a topic that with the help of research like that found here will hopefully soon see less prevalence in the workplace and beyond

Research Handbook of Comparative Employment Relations Michael Barry, Adrian Wilkinson, 2011-01-01 Besides a well written introduction by the two editors the book presents seventeen other chapters some by well known writers on the subject or related social sciences This is a substantial resource book for scholars and students of comparative ER especially for those who look towards the evolution of ER in the new economic world that is in formation and in a comparative perspective the book contains intellectually stimulating analyses of employee relations realities across the globe Scholars belonging to different disciplinary perspectives from which ER has been studied in the past will also find in it a good reference material of comparative analyses The publishers too deserve accolades for their professionalism and first rate copy editing and production Debi S Saini Vision the Journal of Business Perspectives The book is a comprehensive volume of studies on employment relations in a wide variety of settings an enriching compendium Silvia Florea Management of Sustainable Development The Research Handbook of Comparative Employment Relations is an essential resource for those seeking to understand contemporary developments in the world of work and the way in which employment relations systems are evolving around the world Special consideration is given to the impact of globalisation and the role of multinational corporations including their consequences for the fate of workers rights under existing national systems of employment relations ER regulation This Handbook is unique in taking an explicitly comparative approach by discussing ER developments through a series of paired country comparisons These chapters include a wide selection of countries from all regions looking beyond those that are frequently discussed The expert contributors also examine comparative issues from a range of perspectives including industrial and employment relations political economy comparative politics and cross cultural studies These impressive features make this important reference tool the most comprehensive of its kind Academics and students in final year undergraduate and postgraduate courses interested in employment relations will find this compendium enriching and insightful

Handbook of Stress in the Occupations Janice Langan-Fox, Cary L. Cooper, 2011-01-01 The Handbook of Stress in the Occupations sets a new agenda for stress research and gives fresh impetus to scholars who wish to focus on issues and problems associated with specific jobs some of which have received little attention in the past Written by researchers who are true experts in the field of each occupation this comprehensive Handbook reviews stress in a wide range of jobs including transport education farming fishing oil rig drilling finance law enforcement fire fighting entrepreneurship music social services prisons sport and health including surgery internship dentistry nursing paramedics psychiatry and social work Several occupations such as oil rig drilling are reviewed these jobs have always been stressful but have received little attention by researchers and only now receive more focus due to the Bay of Mexico accident Other occupations demand more of our attention because there have been substantial technological changes in particular jobs such as in dentistry nursing and surgery This lucid and insightful

compendium will be a source of inspiration for those in the helping professions and all those individuals working in the industries described in the book More specifically the Handbook will strongly appeal to human resource specialists psychologists occupational health and safety professionals managers nurses and therapists Written in highly accessible language it will also provide rich reading to lay audiences including job incumbents themselves as well as specialists in industry and academia Academics and postgraduate students of business management and psychology will find plenty of detailed information regarding stress associated with occupations

Research Companion to Corruption in Organizations Ronald J. Burke, Cary L. Cooper, 2009-01-01 This is a very timely book The coverage it gives to the topic is superb The individual organisational and institutional causes of corruption are laid out along with analyses of the choices that we all have to make to deal with its consequences In these times of increased scouting of corporate behaviour there is something to learn here for policy makers corporate leaders and researchers alike Paul Sparrow Lancaster University UK Ronald Burke and Cary Cooper have assembled the most comprehensive volume of work available today on the topic of organizational corruption However the volume is far reaching in more than just its content In addition to attracting some of the most widely read scholars in the area Burke and Cooper have found space for a number of bright new voices and thus insights as well This makes for a volume that is as vibrant and exciting as it is complete Scholars not only should read it they will enjoy doing so Marshall Schminke University of Central Florida US Corruption in organizations is creating an increasing number of victims and causing huge costs This timely book brings together international researchers who address the causes and consequences of corruption in organizations and the action needed to reduce levels of corruption worldwide Corruption is a worldwide problem and is likely to increase as a result of the current economic meltdown Specific attention is devoted to causes of corruption such as individual levels of moral development moral disengagement greed the routinisation of corruption and organizational factors such as conflicts of interest reward systems and organizational cultural values The Companion suggests methods and examples to reduce levels of corruption that include education and training whistleblowing the increase of organizational controls through rules and structure and developing an ethical organizational culture Academics and postgraduate students interested in both crime and corruption in organizations will warmly welcome the Companion Policymakers in government those involved in professional services such as accountants and lawyers as well as managers of any organization interested in conducting ethical business will find the Companion invaluable

Human Resource Management in Small Business Cary L. Cooper, Ronald J. Burke, 2011-01-01 Human Resource Management in Small Business fills a gap in our understanding of economic performance Small businesses are more numerous have more employees and contribute more to the economies of nations throughout the world than do large organizations This book examines a range of issues including the significance of human resource management HRM practices to small business success the management of work hours and work stressors work and family issues succession planning employee recruitment

and selection and managing staff It also explores how individuals develop HRM skills and learn from their own and others experiences The role of HRM practices in successful small businesses is illustrated through a range of case studies Including contributors who are internationally recognized academics from a range of countries this book will prove to be an essential resource for postgraduate students and academics in management Professional managers and owners in SMEs will also discover great insights from this admirable book *Self-management and Leadership Development* Mitchell Grant Rothstein, Ronald J. Burke, 2010-01-01 This book is based on a really important timely and relevant idea to bring together sources on the self management of leadership development The book is important because almost all leadership development relies to a great degree on the leader s capability to manage his or her personal development It is timely because there is currently no single volume that covers the topic and it is relevant because leadership is such an extremely important issue for the success of our organizations countries and society in general The editors have done a thoroughly professional job in identifying top quality authors and combining their contributions into a very worthwhile volume Ivan Robertson University of Leeds UK Self Management and Leadership Development offers a unique perspective on how leaders and aspiring leaders can and should take personal responsibility for their own development This distinguished book is differentiated from other books on this topic with its view on the instrumental role played by individuals in managing their own development rather than depending on others such as their organization to guide them Expert scholars in the area of leadership emphasize the importance of self awareness as the critical starting point in the process Explicit recommendations are provided on how individuals can manage their own self assessment as a starting point to their development The contributors present insights and practical recommendations on how individuals can actively self manage through a number of typical leadership challenges Business school faculty teaching electives in leadership and managers who engage in leadership development for themselves or others should not be without this important resource Consulting firms and training institutions offering leadership development programs and participants in MBA and executive development programs will also find it invaluable

Whispering the Strategies of Language: An Emotional Journey through **Workplace Psychological Health Current Research And Practice New Horizons In Management**

In a digitally-driven world wherever screens reign great and immediate communication drowns out the subtleties of language, the profound secrets and psychological nuances concealed within phrases usually go unheard. Yet, located within the pages of **Workplace Psychological Health Current Research And Practice New Horizons In Management** a interesting fictional treasure sporting with natural thoughts, lies a fantastic journey waiting to be undertaken. Composed by a skilled wordsmith, that wonderful opus attracts visitors on an introspective trip, delicately unraveling the veiled truths and profound affect resonating within the very material of each and every word. Within the mental depths of this moving evaluation, we will embark upon a heartfelt exploration of the book is key styles, dissect its charming publishing style, and yield to the effective resonance it evokes deep within the recesses of readers hearts.

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