Free pdf Cable management in the workplace tlc direct .pdf

understanding and minimizing problematic relationships in the workplace are goals shared by those who work in and lead organizations as well as those who study organizations this volume explores troublesome behaviors and patterns that shape relationships e g hostility bullying incivility and ostracism presents insights gained from in depth work on contexts and frameworks and addresses the potential to restore these relationships to greater wellbeing written by leading experts on problematic relationships in the workplace this volume combines scholarship with applications that will be valuable in any organization the new contributions in this second volume of this title extend the first volume s work by exploring cutting edge and emerging issues in the field today s society is characterized by quick technological developments and constant changes to our information environments one of the biggest changes has been on our workplace environments where technological developments have automated work processes that were previously done by manual labour whilst new professions and work tasks have emerged in response to new methods of creating sharing and using information information at work information management in the workplace provides a comprehensive account of information in the modern workplace it includes a set of chapters examining and reviewing the major concepts within workplace information from over arching themes of information cultures and ecologies to strategic concerns of information management and governance and to detailed accounts of questions and current debates this book will be useful reading for researchers in information science and information management and students on related courses it is also suitable to be used as an introductory text for those working in allied fields such as management and business studies do you know the unwritten rules of the workplace as a veteran of wall street and capitol hill shaunti feldhahn knows that even the most experienced christian businesswoman can inadvertently sabotage her career simply because she doesn t know how her male supervisors colleagues and employees think for women only in the workplace gives you startling insights into the expectations and perceptions of men at work whether you work in a corporate setting a small business or a ministry you ll find shaunti s research invaluable as you discover what you need to know about a man s hidden insecurity what it s not personal it s just business actually means to men how men view emotion in the workplace and what they consider to be emotion how what you wear can significantly hinder your effectiveness at work the secrets to being strong and competent without being viewed as difficult based on eight years of intense research extensive interviews and national surveys of more than 3 000 men from ceos to assistants from factory workers to lawyers for women only in the workplace gives you the keys you need to be who you are and be respected and successful wherever you work with men includes a group discussion guide creating winners in the workplace takes a refreshing look at various levels of management and addresses real issues that companies deal with managers will discover how to truly motivate their employees and stimulate their desire for success and excellence readers will also receive practical solutions to turn whiners into winners and create a sustainable winning culture in the workplace creating winners in the workplace is loaded with practical examples of how managers from almost every industry imaginable turned their subordinates into winners as well as stories of those who didn t the book presents a critical framework for assessing whether organisational practice and function reinforces unseen potential differences amongst individuals in the workplace it offers a comprehensive understanding and awareness of managerial and organisational practices that perpetuate social exclusion and discrimination towards individuals in the workplace the book draws together themes of non declared medical or physical conditions voluntary and involuntary disclosure of difference dietary requirements lifestyle organisational engagement and cognitive bias as a result the book provides a unique blend of scholarly and professional research and brings those who have been affected by social stigmas and discrimination in the workplace to the fore hidden inequalities in the workplace also offers practical and strategic insights for practitioners students and policy makers and delves the strategic nature of policy intervention and thought provoking dialogue the workplace community offers a structured practical guide to developing collaborative knowledge based communities in the workplace from introducing employees and managers to new ways of working to measuring effectiveness and providing corrective interventions for those who haven t achieved the desired results the workplace is where almost two thirds of adults spend almost two thirds of their waking time though traditional statutorily driven approaches to risk management have been demonstrably effective in reducing the number of injuries and sickness in recent years psychological and physical health issues are still rife in the modern day workforce work related sickness and injury absence and the economic cost implications of such are having a detrimental effect not just on employees and employers but on the wider community written by a team of experts from across academia and practice settings this engaging new book argues that employer organizations must work collaboratively with employees in order to create working environments that promote health for all with a sharp focus on applying theory to practice the book uses real life examples from areas across the globe to encourage readers to think contextually key topics covered include work life balance including issues of workload and the long hours culture the impact of work related musculoskeletal disorders the nature scale and causes of work related stress the significance of corporate social responsibility in employee wellness aligned with global frameworks this comprehensive text provides both students and qualified professionals with a solid foundation for practice and a rich source of material for discussion provides a comprehensive critical and contemporary review of what is known about how individual differences determine or affect our behaviour in the work place in the last decade interest has returned to the study of a cultural rather than bureaucratic model of the organization trice emeritus cornell u school of industrial and labor relations argues that essential to this study is recognition of occupations as potent subcultures which adapt and interact within the context of the organization he uses as examples a variety of occupations from pipe welders to concert pianists paper edition unseen 16 95 annotation copyright by book news inc portland or practical guidance on thriving and surviving in the workplace are you worried about losing your job are you retired but forced to re enter the workforce to keep up with the rising cost of living do you find yourself lucky to have a job at all no matter how difficult or unpleasant the environment may be thriving in the workplace all in one for dummies gives people of all ages in any job and in any type of workplace the information tips and advice needed to boost professional value increase job security and manage stress inside this comprehensive book you ll get friendly and practical guidance on dealing with a your boss becoming self motivated by setting effective goals dealing with coworkers attitudes earning a better performance review raise or promotion handling challenging customers thriving amidst change increasing morale and productivity and much more proven tips tools and techniques to help employees at all levels information on business ethics negotiating effective communication success and managing the most comprehensive guide of its kind thriving in the workplace all in one for dummies is the ultimate career bible that will help you survive and thrive at work 無礼な人間が企業にどれだけの損害を与えているか 逆に礼節ある人間のメリットを解説 礼節ある人間や組織になる方法を紹介する highly commended hr management business book awards 2021 provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace the importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention the department of health advises that one in four people will experience a mental health issue at some point in their lives although a number of recent developments and initiatives have raised the profile of this crucial issue employers are experiencing challenges in promoting the mental health and wellbeing of their employees mental health wellbeing in the workplace contains expert guidance for improving mental health and supporting those experiencing mental ill health this comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments providing all involved with informative and practical assistance authors gill hasson and donna butler examine changing workplace environment for improved wellbeing shifting employer and employee attitudes on mental health possible solutions to current and future challenges and more detailed real world case studies illustrate a variety of associated concerns from both employer and employee perspectives this important guide explains why understanding mental health important and its impact on businesses and employees discusses why and how to promote mental health in the workplace and the importance of having an effective wellbeing strategy provides guidance on managing staff experiencing mental ill health addresses dealing with employee stress and anxiety features resources for further support if experiencing mental health issues mental health wellbeing in the workplace is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing and those looking for guidance in managing staff with mental health issues supporting and sustaining well being in the workplace insights from a developing economy covers unique perspectives on issues effecting personal well being including depression working conditions that affect home life mindfulness and character building at the workplace shortlisted in the management and leadership textbook category at cmi management book of the year awards 2017 in this new original book cecilie bingham puts fairness trust organisational justice and power at the heart of employment relationships in a variety of settings this thought provoking text provides academic practical and theoretical insights into the contested nature of contemporary work and employment relations at workplace level it should become essential reading for students scholars practitioners and policy makers in the field professor david farnham university of portsmouth uk mapped to cipd learning outcomes at level 5 and level 7 employment relations fairness and trust in the workplace critically reflects on current research commentary evidence and practice in the employment relationship with a unique focus on organizational justice combining theoretical concepts tools and models with practical examples it is packed with innovative learning features designed to help students to engage with the subject including extracts of recent news items linked to chapter content insights to help link theory and practice supported by podcast interviews on the book s companion website a series of case study snippets activities and revision exercises the book is complimented by a companion website featuring a range of tools and resources for lecturers and students including powerpoint slides instructors manual multimedia links podcasts and free sage journal articles suitable for undergraduate and postgraduate students on employment relations industrial relations or hrm courses vocational interests in the workplace is an essential new work tying together past literature with contemporary research to present the most comprehensive coverage on vocational interests to date with increasing recognition of the importance of vocational interests and their relevance to the workplace this book emphasizes the strong links between vocational interests and work behavior it proposes new models and approaches that facilitate thorough exploration of the implications of this relationship between interests and practice the authors drawing on knowledge and experience from a range of professional backgrounds cover essential topics including interest measurement personnel selection motivation and performance expertise meaningful work effects of a global business environment diversity and the ongoing development of interests through adulthood to retirement endorsed by the society for industrial and organizational psychology board this book is a valuable resource for researchers professionals and educators in the fields of human resources organizational behaviour and industrial or organizational psychology neurodiversity in the workplace presents a timely and needed perspective on the role and responsibility of employers and those working to increase the effectiveness of workplace practices to examine the many ways we preclude large segments of the population from employment and how we can create opportunities for building a truly inclusive work environment focusing on the status of highly educated women in the workplace this book examines how a particular demographic and workforce group can help to close the gender gap worldwide despite contributing to the substantial fall of differentials between men and women on a global scale the demographic of highly educated women is rarely explored in terms of its impact on gender equality drawing on both macro and micro level perspectives this book analyses the theory behind gender segregation and initiatives for women s inclusion as well as offering empirical accounts of women s experiences in the workplace the authors have written a timely and valuable book that will appeal to both researchers of diversity and inclusion in the workplace but also policy makers and practitioners involved in hr i wrote this book of wonderful wisdom on workplace safety for three primary reasons 1 the complete furnishing of personal protection principles and practices 2 the common work of the workplace 3 the complex instruction of groups of workers in the workplace these three primary reasons as i strongly believe serve as real keys to achieving the noble goal of a safe workplace to unite workers in the belief that they can be safe to unite workers in the wisdom of workplace safety to bring workers to a mature state of complete oneness in purpose to bring workers to the point of being wise workers though the wonderful wisdom of this book reserves the real potential to become universal it is primarily targeted at steel mills some of the most dangerous places in the world to work i firmly believe wisdom of workplace safety is the master key to producing wise workers wise workers are the first principle to being safe workers safe workers are the secret to a safe workplace a safe workplace is without a doubt the noblest of goals that can be set and striven toward by any steel mill l a jones people need dignity and autonomy at work if they are denied this there will be a strong tendency to resist working conditions and misbehave at work this book presents and analyses stories about people s resistance in working life that make us reflect upon how employees are treated at work and consequences thereof we have all experienced work conditions that tax our ability to cope many of us have experienced these demands for long periods of time and have developed psychological and even physical problems most employees can also recall times when they have dealt with the stress they were under at work even coming out stronger what helps employees to perform well and stay healthy under high levels of stress what are the factors that distinguish those employees what are the best ways to recover from a stressful day at work how can employees proactively address stressors they encounter at work and how can they move from coping to thriving in the workplace thriving under stress illuminates the ways stressful working conditions can produce positive outcomes when employees approach demands in the right way focus on the meaning and significance of their work and recover appropriately from stressful working conditions both during the day and when at home britt and jex encourage employees to view themselves as active constructors of their work environment capable of proactively addressing the burdens they encounter instead of becoming passive recipients of work stressors the internet and all the netcentric innovations that emerge from it have transformed the workplace and our working lives in a very short time the net added a window to the world on worker s desks and made 24 by 7 connectivity to the workplace a reality blurring the line between work and time off it triggered new styles of teamwork new leadership challenges new modes of communicating new job roles and employer employee relationships and new alarmingly effective tools for workplace surveillance the capabilties offered by netcentric technologies might seem to eliminate completely the need for a physical workplace but the workplace remains partly because the virtual and in fact the physical appearance of a typical office looks about the same nevertheless the psychological characteristics of the workplace have changed considerably workers from the mail room clerk to the ceo are learning new skills to employ on the net s power but avoid the egregious blunders that the net so dramatically amplifies in the internet in the workplace patricia wallace demonstrates how netcentric technologies touch every kind of workplace and explores the challenges and dilemmas they create patricia wallace is director information technology and distance programs at the center for talented youth johns hopkins university wallace s background and career span the disciplines of information technology psychology education and business her recent book the psychology of the internet cambridge 1999 has been translated into nine languages wallace s work has been featured often in the media including msnbc cnn abc news the bbc npr usa today and the washington post success in the workplace requires more than strong job skills and business savvy it also requires emotional intelligence sometimes called eq emotional intelligence is the ability to understand and respond appropriately to your own and others emotions using emotional intelligence in the workplace provides an overview of emotional intelligence and explains how to build important eq skills in this issue of td at work you will find descriptions of emotional intelligence competencies a personal eq assessment steps for developing emotional intelligence explorations of workplace trends stories of employees and leaders learning to manage emotions insights from professionals in the fields of organizational development and diversity provide practical tools to help employees and managers regardless of race or gender collaborate in reaching their workplace potential the contributions of more than 30 experts reframe the discussion on gender race and ethnicity in the u s workforce examining the complex identity concerns facing workers who fall within minority groups and recommending practical solutions for dealing with workplace inequities through focused essays experts explore new perspectives to persistent challenges and discuss progress made in addressing unequal treatment based on race and gender in the past eight years this detailed reference explores every aspect of the issue including mentoring family leaves pay inequity multiracial and transgender identities community involvement and illegal harassment the first part of the book identifies employment discrimination based on multiracial identity appearance and transgender status the second section unveils the psychology behind harassment on the job the third section provides strategies for overcoming traditional obstacles for the disenfranchised the final section discusses updates on laws dealing with the family and medical leave act the book closes with success stories of women of color in u s leadership roles as well as others achieving success in their professions outside of the country accompanying tables charts and graphs illustrate the field s most poignant research such as the relationship between organizational effectiveness and diversity and the characteristics of those taking family and medical leave this useful resource provides proven methods for preventing and managing violence in the workplace helping companies in the development of a sound violence prevention plan managers and employees will learn how to recognise signs and indicators of potential violence how to deal with explosive situations and what steps to take after an eruption has occurred case examples illustrate these problems and new laws and principles are examined problem solving skills to identify and resolve work related problems and improve job performance with the increasing emphasis on initiative in the workplace it s essential to know how to recognize define and analyze problems and then develop workable solutions to correct them this book provides all the skills needed to achieve this including a problem solving tree readers will learn how to evaluate your own problem solving strengths and weaknesses use problem solving skills to identify and resolve work related problems and improve your job performance track the steps you need to solve work related problems with the problem solving tree this is an ebook version of the ama self study course if you want to take the course for credit you need to either purchase a hard copy of the course through amaselfstudy org or purchase an online version of the course through flexstudy com annotation counselling in the workplace also offers a unique management training programme for both counsellor managers and non counselling managers the book is essential reading for counsellors human resource managers workplace supervisors trade union officials and all those involved in decision making with regard to employee counselling book jacket title summary field provided by blackwell north america inc all rights reserved features sociological research and theory on gender and sexuality in the workplace and identifies how organizations can achieve a gender balanced and sexually diverse work force this book discusses such topics as gender discrimination and the wage gap homophobic and gay friendly workplaces sexual harassment and sex in the workplace the shifting influence of growing organizational cultures and individual standards has caused significant changes to modern organizations by creating a better understanding of these influences the quality of organizations can be improved exploring the influence of personal values and cultures in the workplace is a pivotal reference source for the latest research on how culture and personal values shape and influence employees actions behaviors and leadership styles featuring extensive coverage on relevant areas such as psychological health career management and job satisfaction this publication is an ideal resource for practitioners professionals managers and researchers seeking innovative perspectives on the impact of personal values and cultures in the workplace the 5 languages of appreciation in the workplace applies the love language concept to the workplace this book helps supervisors and managers effectively communicate appreciation and encouragement to their employees resulting in higher levels of job satisfaction healthier relationships between managers and employees and decreased cases of burnout ideal for both the profit and non profit sectors the principles presented in this book have a proven history of success in businesses schools medical offices churches and industry each book contains an access code for the reader to take a comprehensive online mba inventory motivating by appreciation a 20 value the inventory is designed to provide a clearer picture of an individual s primary language of appreciation and motivation as experienced in a work related setting it identifies individuals preference in the languages of appreciation understanding an individual s primary and secondary languages of appreciation can assist managers and supervisors in communicating effectively to their team members valuing people and technology in the workplace a competitive advantage framework introduces a more proactive strategic approach to bring employees into and develop them within an organization interpreting and accepting this concept requires managers to think of employees as they would think of technology technology equipment and systems are strategically aligned within organizations integrating the literature from strategic technology management strategic human resource management and human resource development and exploring how this integration can provide competitive advantage to organizations for better implementation of people and technology development initiatives is a potential solution valuing people and technology in the workplace a competitive advantage framework provides a comprehensive framework that can be used to develop and design case studies that could measure the identified values that people technology and strategy can provide to the organization this book aims to serve as a guide for managers and leaders as they develop strategies to introduce new people and technology into the workplace this book focuses on the moral problems that arise for people who labor in ordinary places factories schools mines stores and farms moral rights in the workplace examines problems of freedom and coercion that develop on the job issues of the right to meaningful work occupational health and safety whistleblowing the right to union organization unemployment and the flight of factories the rights of health care workers and workers self management issues of employment discrimination such as comparable worth seniority affirmative action and worksharing that have been given scant attention in other books are also discussed this book presents a framework for understanding human values and their role in life work business and leadership it offers an explanation for the spectrum of human behaviour from a self focused survivalist mindset that has scant regard for ethics through to compliance with laws and conventions and then to the aspiration to live a higher ethical and spiritual life the book offers a practical guide on how to develop a more ethical way of working and being both personally and in organisations rather than being an additional burden on people or organisations ethics and values are a liberating force enabling higher performance better quality relationships and an expanded sense of purpose and identity bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment this volume written by experts in a wide range of fields including industrial and organizational psychology counseling management law education and health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits understanding this phenomenon is important to managers and employee morale this unique book examines how mental health issues impact the workplace and explores ways to create more mentally healthy work environments kemp shows how a mentally healthy workplace can enhance productivity satisfaction attendance and longevity in employment and how companies should comply with federal laws including the 1990s americans with disabilities act kemp points out the importance of mental health in the selection management and retention of employees and addresses issues such as violence in the workplace and the effects of corporate culture she also shows the extent to which mental health plays a role in physical health problems and the cost of inappropriately focusing on physical health care when the underlying issues are mental and emotional health and lifestyle emotional abuse and neglect in the workplace tackles the big questions how does emotional neglect of employees affect an organization how can management effectively manage while restoring an organization s health when trust is gone only reliable behavior by senior managers can help and this takes time the author explores striking similarities between the symptoms of ailing organizations and abusive or neglectful families this book explores not only a new theory of neglected organizations but also a set of methods enabling od practitioners to restore employees trust it also provides diagnostic tools and guidelines for change agents who confront organizational neglect head on and includes case studies and real life experiences of od practitioners most regions and countries in the world are experiencing increasingly diverse populations and labour markets while the causes may vary the challenges businesses face due to a heightened awareness of this diversity are often similar internally organisations promote diversity and manage increasingly heterogeneous workforces accommodate and integrate employees with different value and belief systems and combat a range of different forms of discrimination with organisational and also societal consequences externally organisations have to manage demands from government consumer and lobbying sources for the implementation of anti discrimination policies and laws this has generated demand for appropriate higher level teaching programmes and for more diversity focused research diversity in the workplace responds to the increasing social and political debate and interest in diversity throughout europe the contributors discuss the concept of diversity in different social and legal contexts and from the perspectives of different academic disciplines including sociology anthropology psychology philosophy and organizational theory the book includes a european view and the makings of a conceptual framework to literature on diversity that hitherto has tended to be us orientated and overwhelmingly practice focused it will stimulate fruitful exchanges of ideas about different approaches to the challenges faced by businesses and organisations of all kinds with chapters by authors involved in research into diversity issues at leading academic institutions across europe this book offers much that will interest academics researchers and higher level students as well as practitioners wanting to understand managing workforce diversity affirmative action programmes and anti discriminatory policy and practice in a wider context in a recent survey 20 percent of the workers interviewed reported that they had either experienced religious prejudice while at work or knew of a coworker who had been subjected to some form of discriminatory conduct indeed according to the equal employment opportunity commission the filing of religious discrimination charges under title vii of the civil rights act of 1964 which prohibits discrimination in employment based on race color national origin sex and religion increased 75 percent between 1997 and 2008 the growing desire on the part of some religious groups to openly express their faith while at work has forced their employers and coworkers to reconsider the appropriateness of certain aspects of devotional conduct religion in the workplace does not sit well with all workers and from the employer s perspective the presence of religious practice during the workday may be distracting and at times divisive a thin line separates religious self expression by employees and employers from unlawful proselytizing in encountering religion in the workplace raymond f gregory presents specific cases that cast light on the legal ramifications of mixing religion and work in the office on the factory floor even within religious organizations court cases arising under title vii and the first amendment must be closely studied gregory argues if we are to fully understand the difficulties that arise for employers and employees alike when they become involved in workplace disputes involving religion and his book is an ideal resource for anyone hoping to understand this issue originally presented at the sixth adult development symposium the papers in this volume examine possible relationships between the fields of organizational and adult developmental psychology with particular emphasis given to the grand developmental theories of lawrence kohlberg jean piaget lev vygotsky heinz werner and their descendants on the most general level the papers on development in the workplace are organized on the basis of the authors chosen units of analysis the individual the dyad and group and the organizational culture the editors conclude by uncovering similarities and differences among the contributors theoretical approaches to development in the workplace and their own from a recent extension of werner s organismic developmental theory they focus their suggestions for future research on such issues as unit of analysis the holistic and systemic nature of human behavior and experience broader conceptualizations of the person of the environment and of development the need for methodological eclecticism the complimentarity of basic and applied research through this lens they shed light on underlying reasons why the majority of authors have focused on the individual worker as a unit of analysis and then propose that future researchers more broadly define the basic concept of development in the workplace

Problematic Relationships in the Workplace

2006

understanding and minimizing problematic relationships in the workplace are goals shared by those who work in and lead organizations as well as those who study organizations this volume explores troublesome behaviors and patterns that shape relationships e g hostility bullying incivility and ostracism presents insights gained from in depth work on contexts and frameworks and addresses the potential to restore these relationships to greater wellbeing written by leading experts on problematic relationships in the workplace this volume combines scholarship with applications that will be valuable in any organization the new contributions in this second volume of this title extend the first volume s work by exploring cutting edge and emerging issues in the field

Information at Work

2019-03-26

today s society is characterized by quick technological developments and constant changes to our information environments one of the biggest changes has been on our workplace environments where technological developments have automated work processes that were previously done by manual labour whilst new professions and work tasks have emerged in response to new methods of creating sharing and using information information at work information management in the workplace provides a comprehensive account of information in the modern workplace it includes a set of chapters examining and reviewing the major concepts within workplace information from over arching themes of information cultures and ecologies to strategic concerns of information management and governance and to detailed accounts of questions and current debates this book will be useful reading for researchers in information science and information management and students on related courses it is also suitable to be used as an introductory text for those working in allied fields such as management and business studies

For Women Only in the Workplace

2011-07-19

do you know the unwritten rules of the workplace as a veteran of wall street and capitol hill shaunti feldhahn knows that even the most experienced christian businesswoman can inadvertently sabotage her career simply because she doesn t know how her male supervisors colleagues and employees think for women only in the workplace gives you startling insights into the expectations and perceptions of men at work whether you work in a corporate setting a small business or a ministry you ll find shaunti s research invaluable as you discover what you need to know about a man s hidden insecurity what it s not personal it s just business actually means to men how men view emotion in the workplace and what they consider to be emotion how what you wear can significantly hinder your effectiveness at work the secrets to being strong and competent without being viewed as difficult based on eight years of intense research extensive interviews and national surveys of more than 3 000 men from ceos to assistants from factory workers to lawyers for women only in the workplace gives you the keys you need to be who you are and be respected and successful wherever you work with men includes a group discussion guide

In Search of Meaning in the Workplace

2004-05-01

creating winners in the workplace takes a refreshing look at various levels of management and addresses real issues that companies deal with managers will discover how to truly motivate their employees and stimulate their desire for success and excellence readers will also receive practical solutions to turn whiners into winners and create a sustainable winning culture in the workplace creating winners in the workplace is loaded with practical examples of how managers from almost every industry imaginable turned their subordinates into winners as well as stories of those who didn t

Creating Winners in the Workplace (eBook)

2012-06-01

the book presents a critical framework for assessing whether organisational practice and function reinforces unseen potential differences amongst individuals in the workplace it offers a comprehensive understanding and awareness of managerial and organisational practices that perpetuate social exclusion and discrimination towards individuals in the workplace the book draws together themes of non declared medical or physical conditions voluntary and involuntary disclosure of difference dietary requirements lifestyle organisational engagement and cognitive bias as a result the book provides a unique blend of scholarly and professional research and brings those who have been affected by social stigmas and discrimination in the workplace to the fore hidden inequalities in the workplace also offers practical and strategic insights for practitioners students and policy makers and delves the strategic nature of policy intervention and thought provoking dialogue

Hidden Inequalities in the Workplace

2017-08-11

the workplace community offers a structured practical guide to developing collaborative knowledge based communities in the workplace from introducing employees and managers to new ways of working to measuring effectiveness and providing corrective interventions for those who haven t achieved the desired results

The Workplace Community

2014-11-27

the workplace is where almost two thirds of adults spend almost two thirds of their waking time though traditional statutorily driven approaches to risk management have been demonstrably effective in reducing the number of injuries and sickness in recent years psychological and physical health issues are still rife in the modern day workforce work related sickness and injury absence and the economic cost implications of such are having a detrimental effect not just on employees and employers but on the wider community written by a team of experts from across academia and practice settings this engaging new book argues that employer organizations must work collaboratively with employees in order to create working environments that promote health for all with a sharp focus on applying theory to practice the book uses real life examples from areas across the globe to encourage readers to think contextually key topics covered include work life balance including issues of workload and the long hours culture the impact of work related musculoskeletal disorders the nature scale and causes of work related stress the significance of corporate social responsibility in employee wellness aligned with global frameworks this comprehensive text provides both students and qualified professionals with a solid foundation for practice and a rich source of material for discussion

Promoting Health and Well-being in the Workplace

2017-09-16

provides a comprehensive critical and contemporary review of what is known about how individual differences determine or affect our behaviour in the work place

Personality at Work

1994

in the last decade interest has returned to the study of a cultural rather than bureaucratic model of the organization trice emeritus cornell u school of industrial and labor relations argues that essential to this study is recognition of occupations as potent subcultures which adapt and interact within the context of the organization he uses as examples a variety of occupations from pipe welders to concert pianists paper edition unseen 16 95 annotation copyright by book news inc portland or

Occupational Subcultures in the Workplace

1993

practical guidance on thriving and surviving in the workplace are you worried about losing your job are you retired but forced to re enter the workforce to keep up with the rising cost of living do you find yourself lucky to have a job at all no matter how difficult or unpleasant the environment may be thriving in the workplace all in one for dummies gives people of all ages in any job and in any type of workplace the information tips and advice needed to boost professional value increase job security and manage stress inside this comprehensive book you ll get friendly and practical guidance on dealing with a your boss becoming self motivated by setting effective goals dealing with coworkers attitudes earning a better performance review raise or promotion handling challenging customers thriving amidst change increasing morale and productivity and much more proven tips tools and techniques to help employees at all levels information on business ethics negotiating effective communication success and managing the most comprehensive guide of its kind thriving in the workplace all in one for dummies is the ultimate career bible that will help you survive and thrive at work

Thriving in the Workplace All-in-One For Dummies

2010-03-30

無礼な人間が企業にどれだけの損害を与えているか 逆に礼節ある人間のメリットを解説 礼節ある人間や組織になる方法を紹介する

Ｔｈｉｎｋ□ＣＩＶＩＬＩＴＹ□「礼儀正しさ」こそ最強の生存戦略である

2019-06-28

highly commended hr management business book awards 2021 provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace the importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention the department of health advises that one in four people will experience a mental health issue at some point in their lives although a number of recent developments and initiatives have raised the profile of this crucial issue employers are experiencing challenges in promoting the mental health and wellbeing of their employees mental health wellbeing in the workplace contains expert guidance for improving mental health and supporting those experiencing mental ill health this comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments providing all involved with informative and practical assistance authors gill hasson and donna butler examine changing workplace environment for improved wellbeing shifting employer and employee attitudes on mental health possible solutions to current and future challenges and more detailed real world case studies illustrate a variety of associated concerns from both employer and employee perspectives this important guide explains why understanding mental health important and its impact on businesses and employees discusses why and how to promote mental health in the workplace and the importance of having an effective wellbeing strategy provides guidance on managing staff experiencing mental ill health addresses dealing with employee stress and anxiety features resources for further support if experiencing mental health issues mental health wellbeing in the workplace is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing and those looking for guidance in managing staff with mental health issues

Mental Health and Wellbeing in the Workplace

2020-06-22

supporting and sustaining well being in the workplace insights from a developing economy covers unique perspectives on issues effecting personal well being including depression working conditions that affect home life mindfulness and character building at the workplace

Supporting and Sustaining Well-Being in the Workplace

2020-09-16

shortlisted in the management and leadership textbook category at cmi management book of the year awards 2017 in this new original book cecilie bingham puts fairness trust organisational justice and power at the heart of employment relationships in a variety of settings this thought provoking text provides academic practical and theoretical insights into the contested nature of contemporary work and employment relations at workplace level it should become essential reading for students scholars practitioners and policy makers in the field professor david farnham university of portsmouth uk mapped to cipd learning outcomes at level 5 and level 7 employment relations fairness and trust in the workplace critically reflects on current research commentary evidence and practice in the employment relationship with a unique focus on organizational justice combining theoretical concepts tools and models with practical examples it is packed with innovative learning features designed to help students to engage with the subject including extracts of recent news items linked to chapter content insights to help link theory and practice supported by podcast interviews on the book s companion website a series of case study snippets activities and revision exercises the book is complimented by a companion website featuring a range of tools and resources for lecturers and students including powerpoint slides instructors manual multimedia links podcasts and free sage journal articles suitable for undergraduate and postgraduate students on employment relations industrial relations or hrm courses

Employment Relations

2016-03-26

vocational interests in the workplace is an essential new work tying together past literature with contemporary research to present the most comprehensive coverage on vocational interests to date with increasing recognition of the importance of vocational interests and their relevance to the workplace this book emphasizes the strong links between vocational interests and work behavior it proposes new models and approaches that facilitate thorough exploration of the implications of this relationship between interests and practice the authors drawing on knowledge and experience from a range of professional backgrounds cover essential topics including interest measurement personnel selection motivation and performance expertise meaningful work effects of a global business environment diversity and the ongoing development of interests through adulthood to retirement endorsed by the society for industrial and organizational psychology board this book is a valuable resource for researchers professionals and educators in the fields of human resources organizational behaviour and industrial or organizational psychology

Vocational Interests in the Workplace

2019-05-29

neurodiversity in the workplace presents a timely and needed perspective on the role and responsibility of employers and those working to increase the effectiveness of workplace practices to examine the many ways we preclude large segments of the population from employment and how we can create opportunities for building a truly inclusive work environment

Neurodiversity in the Workplace

2022

focusing on the status of highly educated women in the workplace this book examines how a particular demographic and workforce group can help to close the gender gap worldwide despite contributing to the substantial fall of differentials between men and women on a global scale the demographic of highly educated women is rarely explored in terms of its impact on gender equality drawing on both macro and micro level perspectives this book analyses the theory behind gender segregation and initiatives for women s inclusion as well as offering empirical accounts of women s experiences in the workplace the authors have written a timely and valuable book that will appeal to both researchers of diversity and inclusion in the workplace but also policy makers and practitioners involved in hr

Gender Equality in the Workplace

2019-06-27

i wrote this book of wonderful wisdom on workplace safety for three primary reasons 1 the complete furnishing of personal protection principles and practices 2 the common work of the workplace 3 the complex instruction of groups of workers in the workplace these three primary reasons as i strongly believe serve as real keys to achieving the noble goal of a safe workplace to unite workers in the belief that they can be safe to unite workers in the wisdom of workplace safety to bring workers to a mature state of complete oneness in purpose to bring workers to the point of being wise workers though the wonderful wisdom of this book reserves the real potential to become universal it is primarily targeted at steel mills some of the most dangerous places in the world to work i firmly believe wisdom of workplace safety is the master key to producing wise workers wise workers are the first principle to being safe workers safe workers are the secret to a safe workplace a safe workplace is without a doubt the noblest of goals that can be set and striven toward by any steel mill l a jones

Wearing Special （PPE） in the Workplace

2014-05

people need dignity and autonomy at work if they are denied this there will be a strong tendency to resist working conditions and misbehave at work this book presents and analyses stories about people s resistance in working life that make us reflect upon how employees are treated at work and consequences thereof

Organizational Misbehaviour in the Workplace

2011-10-25

we have all experienced work conditions that tax our ability to cope many of us have experienced these demands for long periods of time and have developed psychological and even physical problems most employees can also recall times when they have dealt with the stress they were under at work even coming out stronger what helps employees to perform well and stay healthy under high levels of stress what are the factors that distinguish those employees what are the best ways to recover from a stressful day at work how can employees proactively address stressors they encounter at work and how can they move from coping to thriving in the workplace thriving under stress illuminates the ways stressful working conditions can produce positive outcomes when employees approach demands in the right way focus on the meaning and significance of their work and recover appropriately from stressful working conditions both during the day and when at home britt and jex encourage employees to view themselves as active constructors of their work environment capable of proactively addressing the burdens they encounter instead of becoming passive recipients of work stressors

Thriving Under Stress

2015-04-01

the internet and all the netcentric innovations that emerge from it have transformed the workplace and our working lives in a very short time the net added a window to the world on worker s desks and made 24 by 7 connectivity to the workplace a reality blurring the line between work and time off it triggered new styles of teamwork new leadership challenges new modes of communicating new job roles and employer employee relationships and new alarmingly effective tools for workplace surveillance the capabilties offered by netcentric technologies might seem to eliminate completely the need for a physical workplace but the workplace remains partly because the virtual and in fact the physical appearance of a typical office looks about the same nevertheless the psychological characteristics of the workplace have changed considerably workers from the mail room clerk to the ceo are learning new skills to employ on the net s power but avoid the egregious blunders that the net so dramatically amplifies in the internet in the workplace patricia wallace demonstrates how netcentric technologies touch every kind of workplace and explores the challenges and dilemmas they create patricia wallace is director information technology and distance programs at the center for talented youth johns hopkins university wallace s background and career span the disciplines of information technology psychology education and business her recent book the psychology of the internet cambridge 1999 has been translated into nine languages wallace s work has been featured often in the media including msnbc cnn abc news the bbc npr usa today and the washington post

The Internet in the Workplace

2014-11-20

success in the workplace requires more than strong job skills and business savvy it also requires emotional intelligence sometimes called eq emotional intelligence is the ability to understand and respond appropriately to your own and others emotions using emotional intelligence in the workplace provides an overview of emotional intelligence and explains how to build important eq skills in this issue of td at work you will find descriptions of emotional intelligence competencies a personal eq assessment steps for developing emotional intelligence explorations of workplace trends stories of employees and leaders learning to manage emotions

Using Emotional Intelligence in the Workplace

2014-08-05

insights from professionals in the fields of organizational development and diversity provide practical tools to help employees and managers regardless of race or gender collaborate in reaching their workplace potential the contributions of more than 30 experts reframe the discussion on gender race and ethnicity in the u s workforce examining the complex identity concerns facing workers who fall within minority groups and recommending practical solutions for dealing with workplace inequities through focused essays experts explore new perspectives to persistent challenges and discuss progress made in addressing unequal treatment based on race and gender in the past eight years this detailed reference explores every aspect of the issue including mentoring family leaves pay inequity multiracial and transgender identities community involvement and illegal harassment the first part of the book identifies employment discrimination based on multiracial identity appearance and transgender status the second section unveils the psychology behind harassment on the job the third section provides strategies for overcoming traditional obstacles for the disenfranchised the final section discusses updates on laws dealing with the family and medical leave act the book closes with success stories of women of color in u s leadership roles as well as others achieving success in their professions outside of the country accompanying tables charts and graphs illustrate the field s most poignant research such as the relationship between organizational effectiveness and diversity and the characteristics of those taking family and medical leave

Gender, Race, and Ethnicity in the Workplace

2016-03-28

this useful resource provides proven methods for preventing and managing violence in the workplace helping companies in the development of a sound violence prevention plan managers and employees will learn how to recognise signs and indicators of potential violence how to deal with explosive situations and what steps to take after an eruption has occurred case examples illustrate these problems and new laws and principles are examined

Violence in the Workplace

2000

problem solving skills to identify and resolve work related problems and improve job performance with the increasing emphasis on initiative in the workplace it s essential to know how to recognize define and analyze problems and then develop workable solutions to correct them this book provides all the skills needed to achieve this including a problem solving tree readers will learn how to evaluate your own problem solving strengths and weaknesses use problem solving skills to identify and resolve work related problems and improve your job performance track the steps you need to solve work related problems with the problem solving tree this is an ebook version of the ama self study course if you want to take the course for credit you need to either purchase a hard copy of the course through amaselfstudy org or purchase an online version of the course through flexstudy com

Practical Problem-Solving Skills in the Workplace

1994-02-18

annotation counselling in the workplace also offers a unique management training programme for both counsellor managers and non counselling managers the book is essential reading for counsellors human resource managers workplace supervisors trade union officials and all those involved in decision making with regard to employee counselling book jacket title summary field provided by blackwell north america inc all rights reserved

Counselling In The Workplace

2003-12-01

features sociological research and theory on gender and sexuality in the workplace and identifies how organizations can achieve a gender balanced and sexually diverse work force this book discusses such topics as gender discrimination and the wage gap homophobic and gay friendly workplaces sexual harassment and sex in the workplace

Gender and Sexuality in the Workplace

2010-09-01

the shifting influence of growing organizational cultures and individual standards has caused significant changes to modern organizations by creating a better understanding of these influences the quality of organizations can be improved exploring the influence of personal values and cultures in the workplace is a pivotal reference source for the latest research on how culture and personal values shape and influence employees actions behaviors and leadership styles featuring extensive coverage on relevant areas such as psychological health career management and job satisfaction this publication is an ideal resource for practitioners professionals managers and researchers seeking innovative perspectives on the impact of personal values and cultures in the workplace

Exploring the Influence of Personal Values and Cultures in the Workplace

2017-03-01

the 5 languages of appreciation in the workplace applies the love language concept to the workplace this book helps supervisors and managers effectively communicate appreciation and encouragement to their employees resulting in higher levels of job satisfaction healthier relationships between managers and employees and decreased cases of burnout ideal for both the profit and non profit sectors the principles presented in this book have a proven history of success in businesses schools medical offices churches and industry each book contains an access code for the reader to take a comprehensive online mba inventory motivating by appreciation a 20 value the inventory is designed to provide a clearer picture of an individual s primary language of appreciation and motivation as experienced in a work related setting it identifies individuals preference in the languages of appreciation understanding an individual s primary and secondary languages of appreciation can assist managers and supervisors in communicating effectively to their team members

The 5 Languages of Appreciation in the Workplace

2011-07-06

valuing people and technology in the workplace a competitive advantage framework introduces a more proactive strategic approach to bring employees into and develop them within an organization interpreting and accepting this concept requires managers to think of employees as they would think of technology technology equipment and systems are strategically aligned within organizations integrating the literature from strategic technology management strategic human resource management and human resource development and exploring how this integration can provide competitive advantage to organizations for better implementation of people and technology development initiatives is a potential solution valuing people and technology in the workplace a competitive advantage framework provides a comprehensive framework that can be used to develop and design case studies that could measure the identified values that people technology and strategy can provide to the organization this book aims to serve as a guide for managers and leaders as they develop strategies to introduce new people and technology into the workplace

Valuing People and Technology in the Workplace: A Competitive Advantage Framework

2012-03-31

this book focuses on the moral problems that arise for people who labor in ordinary places factories schools mines stores and farms moral rights in the workplace examines problems of freedom and coercion that develop on the job issues of the right to meaningful work occupational health and safety whistleblowing the right to union organization unemployment and the flight of factories the rights of health care workers and workers self management issues of employment discrimination such as comparable worth seniority affirmative action and worksharing that have been given scant attention in other books are also discussed

Moral Rights in the Workplace

1987-01-01

this book presents a framework for understanding human values and their role in life work business and leadership it offers an explanation for the spectrum of human behaviour from a self focused survivalist mindset that has scant regard for ethics through to compliance with laws and conventions and then to the aspiration to live a higher ethical and spiritual life the book offers a practical guide on how to develop a more ethical way of working and being both personally and in organisations rather than being an additional burden on people or organisations ethics and values are a liberating force enabling higher performance better quality relationships and an expanded sense of purpose and identity

Excellence in the Workplace

2002-06-01

bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment this volume written by experts in a wide range of fields including industrial and organizational psychology counseling management law education and health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits understanding this phenomenon is important to managers and employee morale

Human Values and Ethics in the Workplace

2011-02-18

this unique book examines how mental health issues impact the workplace and explores ways to create more mentally healthy work environments kemp shows how a mentally healthy workplace can enhance productivity satisfaction attendance and longevity in employment and how companies should comply with federal laws including the 1990s americans with disabilities act kemp points out the importance of mental health in the selection management and retention of employees and addresses issues such as violence in the workplace and the effects of corporate culture she also shows the extent to which mental health plays a role in physical health problems and the cost of inappropriately focusing on physical health care when the underlying issues are mental and emotional health and lifestyle

Bullying in the Workplace

2013-08-15

emotional abuse and neglect in the workplace tackles the big questions how does emotional neglect of employees affect an organization how can management effectively manage while restoring an organization s health when trust is gone only reliable behavior by senior managers can help and this takes time the author explores striking similarities between the symptoms of ailing organizations and abusive or neglectful families this book explores not only a new theory of neglected organizations but also a set of methods enabling od practitioners to restore employees trust it also provides diagnostic tools and guidelines for change agents who confront organizational neglect head on and includes case studies and real life experiences of od practitioners

Mental Health in the Workplace

1994-01-17

most regions and countries in the world are experiencing increasingly diverse populations and labour markets while the causes may vary the challenges businesses face due to a heightened awareness of this diversity are often similar internally organisations promote diversity and manage increasingly heterogeneous workforces accommodate and integrate employees with different value and belief systems and combat a range of different forms of discrimination with organisational and also societal consequences externally organisations have to manage demands from government consumer and lobbying sources for the implementation of anti discrimination policies and laws this has generated demand for appropriate higher level teaching programmes and for more diversity focused research diversity in the workplace responds to the increasing social and political debate and interest in diversity throughout europe the contributors discuss the concept of diversity in different social and legal contexts and from the perspectives of different academic disciplines including sociology anthropology psychology philosophy and organizational theory the book includes a european view and the makings of a conceptual framework to literature on diversity that hitherto has tended to be us orientated and overwhelmingly practice focused it will stimulate fruitful exchanges of ideas about different approaches to the challenges faced by businesses and organisations of all kinds with chapters by authors involved in research into diversity issues at leading academic institutions across europe this book offers much that will interest academics researchers and higher level students as well as practitioners wanting to understand managing workforce diversity affirmative action programmes and anti discriminatory policy and practice in a wider context

Emotional Abuse and Neglect in the Workplace

2015-09-29

in a recent survey 20 percent of the workers interviewed reported that they had either experienced religious prejudice while at work or knew of a coworker who had been subjected to some form of discriminatory conduct indeed according to the equal employment opportunity commission the filing of religious discrimination charges under title vii of the civil rights act of 1964 which prohibits discrimination in employment based on race color national origin sex and religion increased 75 percent between 1997 and 2008 the growing desire on the part of some religious groups to openly express their faith while at work has forced their employers and coworkers to reconsider the appropriateness of certain aspects of devotional conduct religion in the workplace does not sit well with all workers and from the employer s perspective the presence of religious practice during the workday may be distracting and at times divisive a thin line separates religious self expression by employees and employers from unlawful proselytizing in encountering religion in the workplace raymond f gregory presents specific cases that cast light on the legal ramifications of mixing religion and work in the office on the factory floor even within religious organizations court cases arising under title vii and the first amendment must be closely studied gregory argues if we are to fully understand the difficulties that arise for employers and employees alike when they become involved in workplace disputes involving religion and his book is an ideal resource for anyone hoping to understand this issue

Diversity in the Workplace

2016-05-23

originally presented at the sixth adult development symposium the papers in this volume examine possible relationships between the fields of organizational and adult developmental psychology with particular emphasis given to the grand developmental theories of lawrence kohlberg jean piaget lev vygotsky heinz werner and their descendants on the most general level the papers on development in the workplace are organized on the basis of the authors chosen units of analysis the individual the dyad and group and the organizational culture the editors conclude by uncovering similarities and differences among the contributors theoretical approaches to development in the workplace and their own from a recent extension of werner s organismic developmental theory they focus their suggestions for future research on such issues as unit of analysis the holistic and systemic nature of human behavior and experience broader conceptualizations of the person of the environment and of development the need for methodological eclecticism the complimentarity of basic and applied research through this lens they shed light on underlying reasons why the majority of authors have focused on the individual worker as a unit of analysis and then propose that future researchers more broadly define the basic concept of development in the workplace

Encountering Religion in the Workplace

2011-01-15

Development in the Workplace

2013-05-13

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