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Creating a Flexible Workplace: How to Select and Manage Alternative Work Options

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Creating A Flexible Workplace How To Select And Manage Alternative Work Options

**Nadine Mockler,Laurie Young,Arlene
Matthews**



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Creating a Flexible Workplace Barney Olmsted, Suzanne Smith, 1989 A comprehensive guide to new work scheduling options for companies in the 1990s Covers ten different options Flextime compressed work week regular part time employment job sharing phased and partial retirement voluntary reduced work time leave time worksharing flexiplace contingent employment

Creating a Flexible Workplace Barney Olmsted, Suzanne Smith, 1994 This second edition takes a detailed look at how the best companies use nine different options including flexitime flexiplace compressed work week job sharing and phased or partial retirement The Winner of the 1990 Society of Human Resource Management's Best Book of the Year Award in its first edition this volume includes dozens of worksheets cost analyses sample policies and updated statistics resources and case studies

Career Management & Work-Life Integration Brad Harrington, Douglas T. Hall, 2007-05-16 Career Management Leadership Development Organizational Behavior and Human Resource Management in the departments of business management and organizational psychology Instructor's Resources Available upon request an instructor's resource CD accompanies the book and includes such teaching aids as PowerPoint slides and teaching notes for each chapter as well as assignments key concepts and terms for each chapter

Balancing Work and Caregiving for Children, Adults, and Elders Margaret B. Neal, 1993-02 Exploring how caregivers juggle their responsibilities of work and family the authors of this volume suggest that dependant care needs to be addressed as a corporate family and community concern Drawing from literature as well as from their own extensive research they present a thorough investigation of the stress factors experienced by workers caught between the frequently conflicting demands of these two roles Policies benefits and services reviewed range from approaches that intervene in the caregiving process to those that change the world of work with such alternatives as flexible working hours child care facilities and tax credits for dependant care

The Virtual Workplace Magid Igbaria, Margaret Tan, 1998-01-01 The Virtual Workplace explores the forces that are driving the virtual workplace and the consequential issues and problems that will influence it social issues legal concerns and performance compensations

Exploring Management John R. Schermerhorn, Jr., Daniel G. Bachrach, 2017-10-16 Exploring Management supports teaching and learning of core management concepts by presenting material in a straightforward conversational style with a strong emphasis on application With a focus on currency high interest examples and pedagogy that encourages critical thinking and personal reflection Exploring Management is the perfect balance between what students need and what instructors want

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style with a strong emphasis on application The discussion of theory is framed in a unique engaging and concise way The goal is to promote critical thinking and ability to make sound business decisions using managerial theory Concepts are explored and reinforced by most hands on applications exercises cases and the integration of technology The text also focuses on the most important aspects of the POLC model emphasizing skill building Workplace Flexibility Kathleen Christensen, Barbara Schneider, 2011-03-15 Although today's family has changed the workplace has not and the resulting one size fits all workplace has become profoundly mismatched to the needs of an increasingly diverse and varied workforce As changes in the composition of the workforce exert new demands on employers considerable attention is being paid to how workplaces can be structured more flexibly to achieve the goals of employers and employees Workplace Flexibility brings together sixteen essays authored by leading experts in economics demography political science law sociology anthropology and management Collectively they make the case for workplace flexibility as well as examine existing business practices and public policy regarding flexibility in the United States Europe Australia and Japan Workplace Flexibility underscores the need to realign the structure of work in time and place with the needs of the changing workforce Considering the positive and negative consequences for employer and employee alike the authors argue that although there is not an easy solution to creating and implementing flexibility practices in the United States or abroad redesigning the workplace is essential if today's workers are effectively to meet the demands of life and work and if employers are successfully able to attract and retain top talent and improve performance Successful Initiatives for Breaking, 1993 *Management Ethics* Joseph A. Petrick, John F. Quinn, 1997-06-10 Management Ethics Integrity at Work redefines what it means for a manager to function with integrity in the private and public sectors domestically and globally It integrates the latest theoretical work in both descriptive and normative ethics and incorporates legal communication quality and organizational theories into a conceptual framework that improves managerial judgment in the handling of moral complexity at work The authors use their organizational ethics consulting and academic research experience to provide practical assessment and decision making tools that convert ethics theories into sound action steps The book examines three key dimensions of management integrity judgment process and developmental dimensions and applies them to individual chapters devoted to the subprocesses of ethical planning organizing leading and controlling The authors focus their theories and tools on 28 ethics minicases related to each management function in seven allied management application clusters accounting auditing management finance investment management marketing advertising management business management business law human resource management technology quality operations organizational behavior management public nonprofit health care management and international environmental public policy management Management Ethics Integrity at Work builds management integrity by linking and enhancing both ethics and management competence in responsible planning organizing leading and controlling for use by professionals and students in the private and public sectors domestically and globally **The Influence of**

Culture on Human Resource Management Processes and Practices Dianna L. Stone, Eugene F. Stone-Romero, 2008 It is clear that organizations are becoming more culturally diverse and a better understanding of multiculturalism and its impact on organizations is needed This book with contributions from expert academics is designed to motivate both the further development of models concerned with the influence of cultural diversity on several Human Resource Management processes and practices and the design and conduct of empirical research on the same topic It primarily focuses on processes and practices that occur at three general phases the pre hire phase the selection phase and the post hire phase An improved understanding of the roles that culture plays in such processes and practices should contribute to both the efficiency and effectiveness of organizations and the performance and well being of their members This edited book is appropriate for undergraduate and graduate students in industrial and organizational psychology human resource management sociology of work and cultural diversity within organizations It can provide a central resource in classes on organizational psychology strategic human resource management and global issues in human resource management Professionals and practitioners who increasingly interact with organizational issues at the global level will find this book essential to their work

Encyclopedia of Career Development Jeffrey H. Greenhaus, Gerard A. Callanan, 2006-05-16 With more than 300 articles the Encyclopedia of Career Development is the premier reference tool for research on career related topics Covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions This multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives

The End of Work As We Know It Nadine Mockler, Laurie Young, Arlene Matthews, 2002 The End of Work As We Know It is the complete guide for business managers and small business owners who want to use non traditional staffing to create a more productive workplace Written by the founders of Flexible Resources Inc the nation s leading staffing and consulting firm specializing in flexible work arrangements this comprehensive manual helps professionals use cutting edge non traditional staffing to get what they want most for their staff a balance between career and personal life Divided into easy to use sections for both employees and managers you ll learn exactly how to create a work plan that works Compelling research shows you how the next generation of professionals will redefine the way we work As a businessperson in the 21st century you must understand what it will take to attract this talent and get them to stay in order to remain competitive By teaching companies of any size how to hire manage and evaluate flexible employees Nadine Mockler and Laurie Young show how non traditional staffing makes it possible for all any types of businesses to attract and retain top talent within budget

Globalization and Time Luchien Karsten, 2013-05-07 The process of globalization has brought about countless changes in societies communities regions and economies across the globe It has been analyzed from many perspectives as a result and much has been written to muddy the waters of our understanding of this important concept In going back to the real origins

of the global economy this book demonstrates that understanding this phenomenon as a battle against time will bring a new clarity to the subject The process of globalization was accompanied by the mastering of social time thereby producing a progressive increase in the speed of business transactions both in manufacturing and in services The context is the development of international trade in western societies and the creation of business institutions to drive forward growth The account takes a long view beginning with early European exploration in the B C period and ending with the establishment of multinational enterprises in the 20th century Using an impressive range of sources this unique book will be valuable reading for students and academics involved with the study of international business economic history business history and politics among other disciplines

The Political Economy of Employment Relations Aslihan Aykac, 2016-07-22 Employment has changed dramatically in the last few decades with the onset of neoliberal globalization This change has become the objective of inquiry from different perspectives such as development studies labour economics or industrial relations focusing on different units of analysis The Political Economy of Employment Relations provides an exceptional contribution to existing literature by presenting alternative theory and practice on employment relations It is within this critical theoretical intervention that solidarity economies emerge as a unique theoretical construct as well as a unit of analysis to expose the alternative paths that employment relations may resort to against the contemporary challenges of neoliberal globalization This book analyses globalization global economic crisis and issues of work and labour from the point of view of the developing world presenting local case studies from countries including the USA India Spain and Greece and outlining alternative approaches to global challenges This volume has relevance to those with an interest in industrial relations sociology of work and occupations labour economics and development economics

The Flexible Workplace Christine Avery, Diane Zabel, 2000-10-30 Flextime telecommuting compressed work week job sharing downshifting and hot desking these terms are infiltrating our vocabulary at an increasing rate keeping pace with change in the workplace Although there is a large body of literature on the changing nature of work and workplace flexibility there is no handbook that synthesizes the research on all aspects of this topic Pulling together the vast literature on this subject Avery and Zabel explain the concept of flexible work trace the origin and growth of this workplace trend and review the research on a range of flexible work arrangements Workplace flexibility is international in scope Companies both in the United States and abroad have become increasingly interested in implementing flexible work arrangements The authors include a chapter on companies in North America Western Europe and the United Kingdom that have been leaders in implementing flexible work arrangements They identify areas ripe for additional research suggest a broad array of resources and discuss strategies for locating additional information including relevant databases Internet resources organizations and search terms This is a valuable handbook for managers researchers and students working or studying in the areas of human resource management industrial organizational psychology and the sociology of work

Inventing Equal Opportunity Frank Dobbin, 2009-05-26 Equal

opportunity in the workplace is thought to be the direct legacy of the civil rights and feminist movements and the landmark Civil Rights Act of 1964 Yet as Frank Dobbin demonstrates corporate personnel experts not Congress or the courts were the ones who determined what equal opportunity meant in practice designing changes in how employers hire promote and fire workers and ultimately defining what discrimination is and is not in the American imagination Dobbin shows how Congress and the courts merely endorsed programs devised by corporate personnel He traces how the first measures were adopted by military contractors worried that the Kennedy administration would cancel their contracts if they didn't take affirmative action to end discrimination These measures built on existing personnel programs many designed to prevent bias against unionists Dobbin follows the changes in the law as personnel experts invented one wave after another of equal opportunity programs He examines how corporate personnel formalized hiring and promotion practices in the 1970s to eradicate bias by managers how in the 1980s they answered Ronald Reagan's threat to end affirmative action by recasting their efforts as diversity management programs and how the growing presence of women in the newly named human resources profession has contributed to a focus on sexual harassment and work life issues *Inventing Equal Opportunity* reveals how the personnel profession devised and ultimately transformed our understanding of discrimination *Aging and Demographic Change in Canadian Context* David J. Cheal, Professor of Department of Sociology David Cheal, 2002-01-01 Contributors question whether an aging society is necessarily inferior or problematic compared with the recent past cautioning that exaggerated concerns about population aging can be harmful to rational policy making *Bibliography of Agriculture* ,1990

Organizations in America Arne L. Kalleberg, 1996-04-22 Based on the findings of The National Organizations Study *Organizations in America* provides a comprehensive review of the first national survey of organizations in the United States Using a statistically representative sample this work is the most authoritative database on the workings of organizations available The principal investigators of the study use this data set to define what we know about the structures and human resource practices in American organizations and describes The National Organizations Study and its implications Specific employment practices hiring training promotion performance measurement benefit packages contingent work and how they compare between different businesses and business sectors Differential treatment of employees according to ethnicity and gender This breakthrough publication is an indispensable reference tool for those in the areas of organizational studies human resources sociology of work industrial psychology social stratification labor and labor economics

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