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Creating Sustainable Work Systems Emerging Perspectives And Practice

**Richard W. Woodman, William A.
Pasmore, Abraham B. (Rami) Shani**



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Sustainable Human Resource Management in Tourism Tom Baum, Ann Ndiuini, 2020-04-11 This book addresses the application of sustainable HRM principles within tourism in the specific context of Africa a neglected area of study It draws on diverse aspects of HRM from the micro individual through the meso level organisational to the macro level policy governmental It also reflects the diverse challenges facing a critical area within emerging African tourism that of its workforce The book is substantially research based and provides a state of the art picture of emergent studies in this area drawing on case examples from a wide range of African contexts As such it provides a comprehensive resource and starts discussion in an emergent research area

Sustainable Human Resource Management Sita Vanka, Madasu Bhaskara Rao, Swati Singh, Mallika Rao Pulaparthi, 2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM

Research in Organizational Change and Development Richard W. Woodman, William A. Pasmore, Abraham B. (Rami) Shani, 2009-05-21 An annual publication featuring studies and theoretical work dealing with the topic of change in organizational settings Showcasing the approaches to organizational research whether they be quantitative or qualitative in nature it includes papers that bring fresh perspectives to classic issues in the field such as resistance and communication

Sustainable Human Resource Management Strategies and

Practices Sugumar Mariappanadar, 2024-11-30 The 2nd edition of Sustainable Human Resource Management Strategies Practices and Challenges delves into the evolving landscape of sustainable HRM Replacing three chapters it introduces fresh topics like Corporate Sustainability Business Strategy Context for Sustainable HRM High Performance Sustainable Work Practices for Corporate Sustainability and Sustainable HRM for Employee Health and Well being All chapters are updated with the latest developments since the 1st edition in 2019 This edition s significance lies in its role in academic curricula worldwide meeting the demand for sustainable HRM courses and aiding research expansion As businesses align with sustainability goals this book becomes a guide for HR and line managers fostering integrated economic social and environmental outcomes

Emerging Systems Approaches in Information Technologies: Concepts, Theories, and Applications Paradise, David, 2009-10-31 This book presents findings utilizing the incorporation of the systems approach into fields such as systems engineering computer science and software engineering Provided by publisher

Workplace Health Promotion Anders Hanson, 2007 Workplace Health Promotion A salutogenic approach A strategy for the future of business When company performance and economic sustainability depends on peoples participation wellbeing and health Read about how workplace health promotion contributes to this with a salutogenic approach This book takes the Ottawa Charter for Health Promotion one step further Salutogenesis Antonovsky helped us to understand the logic of health promotion by means of the continuum model which describes human health as something dynamic with movement and direction From a given point on the health continuum the line between the twin poles of health and illness different conditions or measures can act to improve the individual s health so that he or she is moved nearer towards the health pole This state of health can be superior both when measured in physiological terms and when considered subjectively in terms of the feeling of health experienced What is there in people s way of life or in them as persons which functions as a general factor of resistance to illness What can be done not only to see that health is preserved but that it can even be improved With the help of the idea of salutogenesis this strategy can be developed into an approach of its own which clearly differs from both curative and preventive health work

Responsible Leadership for Sustainability in Uncertain Times Tanuja Sharma, Rupamanjari Sinha Ray, Nayan Mitra, 2022-10-05 This book contains compilation of emerging discourses on responsible leadership for sustainability in uncertain times Uncertainty is looming large at global level due to COVID climatic disruptions and persisting social discriminations especially since the pandemic which have disrupted economies at both local and global levels Technology was a boon to mitigate hardships emerging from such disruptions The book documents the leadership roles welfare issues best practices and innovations that help organizations to sustain in a VUCA world Economic social and environmental concerns and their mitigation as documented in this book will be relevant for future planning and execution for sustainable existence A blend of research by practitioners and academicians capturing organizational experiences through case studies makes it attractive for a wide range of readership Business leaders will find this book

extremely helpful to understand the nuances and insights for responsible leadership and innovative strategies for stakeholder management and engagement for sustained businesses Practitioners would get insights into responsible leadership for improving existing sustainable practices and speed up the transition which is necessitated due to disruptions Prospective entrepreneurs may find that book helpful for creating responsible organizations which are sustainable due to responsible management of resources employees and environment Students and researchers can learn from the cases and documentation on responsible leadership social and environmental concerns and sustainability in this book

A New Agenda for Sustainability Bo Elling, Erling Jelsøe, 2016-03-23 Two decades after the Brundtland Commission's Report Our Common Future adopted the concept of sustainable development this book provides a renewal of the concept exploring the potential for new practices and fields for those involved in sustainability activity The book addresses a number of themes concerning firstly the provision of a next generation perspective which was a central and still unresolved notion of the original Brundtland definition and secondly the provision of new milestones for policy and research that can expand the discussion on this second generation concept on sustainability The material dealt with in the book offers a wide variety of perspectives on sustainability and reflects the importance of interdisciplinary and transdisciplinary work in the field Suggesting targets for future analytical and political efforts in achieving global sustainability this book offers new analytical opportunities for holistic politics and research at a general and sector level

Sustainability and Human Resource Management Ina Ehnert, Wes Harry, Klaus J. Zink, 2013-07-03 The role of HRM in developing sustainable business organizations is increasingly attracting attention Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract regenerate and develop motivated and engaged employees by making the HRM system itself sustainable On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management key stakeholders and NGOs and by realising economic ecological social and human sustainability goals This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems ergonomics HRM linking sustainability and HRM It brings together the views of academics and practitioners and provides many ideas for conceptual development empirical exploration and practical implementation This publication intends to advance the international academic and practice based debates on the potential of sustainability for HRM and vice versa In 19 chapters 26 authors from five continents explore the role of HRM in developing economically socially and ecologically sustainable organizations the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world

Research in Organizational Change and Development Debra Noumair, Abraham B. (Rami) Shani, 2018-08-10 This volume provides new conceptual insights to help organizations improve health and wellbeing in society Some chapters do

this by addressing macro level change some by highlighting evidence based change at the micro level and others by extending theory and integrating perspectives that heretofore have remained separate

Rethinking Knowledge Management Claire R. McInerney, Ronald E. Day, 2007-05-27 Rethinking Knowledge Management From Knowledge Objects to Knowledge Processes readdresses fundamental issues in knowledge management leading to a new area of study knowledge processes These integrate research across a variety of fields thus reasserting the fundamental insights of knowledge management in organizations and societies Knowledge processes go far beyond traditional information acquisition and processing by stressing the importance and creative potential of human expression communication and learning for successful economic planning and meaningful personal and social existence McInerney s and Day s superb authors from various disciplines offer new and exciting views on knowledge acquisition generation sharing and management in a post industrial environment Their contributions discuss problems of knowledge acquisition handling and learning from a variety of perspectives Rather than the traditional notion of stores of knowledge that we hold in our mind the view presented in this book is that of a constantly changing notion of what we know of feelings related to that knowledge and of a more holistic understanding of the act of knowing

Sustainable Human Resource Management Ina Ehnert, 2009-07-07 Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization This book gives new answers to these questions How can HRM contribute to attracting developing and retaining highly qualified human resources over time How can a paradox perspective contribute to understanding and coping with paradoxical tensions How can sustainability be used as a deliberate strategy for HRM The conceptual part of the book looks at the notion of sustainability opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory Paradox theory is introduced as an analytical framework for Sustainable HRM Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic

Productive Reflection at Work David Boud, Peter Cressey, Peter Docherty, 2006-05-17 This book is an accessible entry point into the theory and practice of work reflection for students and practitioners Taking a cross disciplinary approach it covers management education organizational psychology and sociology drawing on examples from Europe the Middle East North America and Australia It traces reflection at work from an emphasis on training through a focus on how organizations learn to a concern with the necessary learning groups to operate effectively It emphasizes productivity combined with satisfying lived experience of work life and points the way to a new collective focus on learning at work

The Routledge Companion to Human Resource Development Rob F. Poell, Tonette S. Rocco, Gene L. Roth, 2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and

respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for researchers students and HRD professionals alike *Learning by Design* A. B. (Rami) Shani, Peter Docherty, 2009-02-09 This book advances a design based approach for the investigation and creation of sustainable organizations The learning by design framework is utilized to examine learning in six successful companies in different industries and national settings and provides a roadmap for improving systematic learning in organizations Investigates learning by design in successful companies Focuses on the choices organizations make about the design of learning mechanisms Built around six detailed case studies taken from different industries and national settings Provides a framework for improving the conditions for systematic and sustainable learning in organizations Offers a clear process model for action and change **Proceedings of the 20th Congress of the International Ergonomics Association (IEA 2018)** Sebastiano Bagnara, Riccardo Tartaglia, Sara Albolino, Thomas Alexander, Yushi Fujita, 2018-08-07 This book presents the proceedings of the 20th Congress of the International Ergonomics Association IEA 2018 held on August 26-30 2018 in Florence Italy By highlighting the latest theories and models as well as cutting edge technologies and applications and by combining findings from a range of disciplines including engineering design robotics healthcare management computer science human biology and behavioral science it provides researchers and practitioners alike with a comprehensive timely guide on human factors and ergonomics It also offers an excellent source of innovative ideas to stimulate future discussions and developments aimed at applying knowledge and techniques to optimize system performance while at the same time promoting the health safety and wellbeing of individuals The proceedings include papers from researchers and practitioners scientists and physicians institutional leaders managers and policy makers that contribute to constructing the Human Factors and Ergonomics approach across a variety of methodologies domains and productive sectors This volume includes papers addressing the following topics Ergonomics in Manufacturing Agriculture Building and Construction and Mining and Human Factors and Sustainable Development *Handbook of Organization Development* Thomas G. Cummings, 2008 The contributors reflect the field of organizational development's rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues

Unveiling the Magic of Words: A Review of "**Creating Sustainable Work Systems Emerging Perspectives And Practice**"

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