

Uma Sekaran

# DUAL-CAREER FAMILIES



# Dualcareer Families Contemporary Organizational And Counseling Issues

**Hilary Harris**



## **Dualcareer Families Contemporary Organizational And Counseling Issues:**

*Dual-Career Families* Uma Sekaran, 1986-10-09 *Women Employees and Human Resource Management* Nalini Sastry, Subrata Pandey, 2000 Insights about women employees that evolved through research and practice during the later half of the twentieth century **The Experience and Meaning of Work in Women's Lives** Hildreth Y. Grossman, Nia Lane Chester, 2013-04-15 In the past social scientists have relied predominantly on traditional models of work to understand women's experiences. These models however have been based on men's occupational experiences which have been assumed to be the same for women. More recently researchers and theorists from a variety of disciplines have begun to challenge earlier assumptions as inaccurate reflections of the realities for female workers. Newer studies have concentrated on the historical and social reasons for women's employment and career choices including changes in economy, family and social conditions. To provide a deeper understanding of women workers' realities by including the meaning they make of their work experiences, the editors have assembled the research of social scientists from various disciplines whose investigations focused exclusively on this subject. Their qualitative methodology provides a forum for women to voice issues, raise questions and share self-reflections about their work experiences and the meaning they make of their work in the context of the rest of their lives. The common themes that are interwoven within the fabric of women's work experience are the need to expand traditional definitions of what constitutes work, the fluid nature of boundaries between personal life and work life, the importance of the relational aspects of their work, the issues related to the uses of power at work, the role of work in the development of women's sense of self and personal identity and the degree to which women's work experience is colored by discrimination and sexism. **Successful Professional Women of the Americas** Betty Jane Punnett, 2006-01-01 A fascinating, important study. Highly recommended. E. Hu DeHart, Choice. This accessible and original book relates the fascinating story of successful women across the Americas: women who are managers, business owners, university professors and administrators, doctors, lawyers and government ministers. Based on extensive research including more than 1,100 surveys and 300 interviews of women from Argentina, Barbados, Brazil, Canada, Chile, Jamaica, Mexico, St. Vincent and the Grenadines and the USA, the book aims to explain what these women have in common and how they differ. The workplace challenges and barriers to professional success faced by women are also analysed. Seeking to capture the voices of the women themselves, the authors, also from a wide range of backgrounds and cultures across the Americas, attempt to explain success in the face of personal, social, organizational, cultural and economic obstacles facing women everywhere. *Successful Professional Women of the Americas* will provide fascinating reading for academics, students and researchers focusing on gender studies or business and management. Professional women and managers worldwide will also find the book to be of great interest. Central Life Interests Robert Dubin, 1992-01-01 Individuals in modern societies move among a variety of social encounters each day. Often contradictory behaviors are required to carry out these interactions. If behaviors and values

are inconsistent from one setting to another is a single self capable of adjusting adequately to such inconsistencies Or is the total self made up of several selves capable of effective performance in a complex and contradictory society This volume addresses these fundamental concerns of social psychology and social organization Dubin concludes that human beings have evolved socially so that there is an effective match between personality structures of modern persons and the advanced social systems in which they live Dubin finds that people function competently in most institutions while investing little positive motivation in their performance They reserve strong motivations for limited self chosen central life interests that define their core self This results in a two tier structure of living The first level consists of self chosen actions and values constituting a central life interest geared toward self realization The second tier encompasses the bulk of social action as required behavior facilitating institutional functioning and maintaining social order In today s modern world the individual occupies a more central position than ever Modern citizens are freer than in the past to expand their ideas about themselves encouraged by industrial and commercial institutions while seeking in their central life interests the realization of their creative individualism For the future Dubin envisions a social system expanding opportunities for a broader range of central life interests At the same time required behaviors will have a more limited range but will be enforced more rationally and imperatively in the interests of social order Central Life Interests is an original and perceptive exploration of the linkages between persons and society It will be of interest to sociologists psychologists economists and administrative scientists

INTERNATIONAL CONFERENCE ON Management of Globalized Business: Emerging Perspectives Dr. Akshai

Aggrawal,2014-07-22 International Conference on Management of Globalized Business Emerging Perspective was organised at Faculty of Management Marwadi Education Foundation s Group of Institutions Rajkot Gujarat India in collaboration with Gujarat Technological University Ahmedabad Gujarat INDIA

**Creating Sustainable Work Systems** Peter Docherty,Jan

Forslin,Abraham B. Shani,2002 Considers how the balance between intensive and sustainable work can be achieved by looking at existing possibilities and emerging solutions exploring some alternatives to intensive work systems *Handbook of Research on Race, Gender, and the Fight for Equality* Prescott, Julie,2016-03-31 Diversity in the workforce can be attributed to both a popular cultural shift and legislative intervention Despite these forces discrimination endures in all aspects of Western society from education to employment Unequal pay and opportunities for promotion are symptoms of a systematic discrimination of individuals based on race and gender The Handbook of Research on Race Gender and the Fight for Equality provides a critical look at race gender and modern day discrimination Focusing on workplace and educational dynamics the research found within this book addresses equal opportunity and diversity requirements from a myriad of perspectives This book is an essential reference source for professionals and researchers working in equality as well as managers and those in leadership roles

**WORK - LIFE BALANCE: AN EMPIRICAL STUDY** Dr. Rituraj

Kumar,2023-06-12 Work and family are the two most important domains of an individual s life They are the two main fields in

which modern people live They satisfy human s various demands and are also the sources of people s happiness simultaneously However both these institutions require the individual to play specific roles and they have their own role expectations Problems arise when the individual fails to cater to the different role requirements and when there is a role conflict

**International Human Resource Management** Hilary Harris,2002-09-11 International HRM provides an important contribution to our understanding of the human resource management phenomenon encompassing groundbreaking research both empirical and conceptual on international policy and practice in this rapidly developing area Set within the context of Europe this book brings together a collection of thought provoking papers from European experts in the field adopting a broad and highly up to date approach to topical issues in international HRM Drawing on national experiences from a wide range of countries contributors from Europe examine key issues and debates such as the internationalization of the world economy the increasing importance of IHRM and its implications for individuals organizations and researchers the divergence convergence of IHRM policies and practices the balance between localization and standardization the dynamics of culture and gender in relation to IHRM This book constitutes a valuable resource for researchers teachers and students in the field of international human resource management *Handbook of Career Theory* Michael Bernard Arthur,Michael B. Arthur,Douglas T. Hall,Barbara S. Lawrence,1989-08-25 Designed for a broad range of social science scholars this cross disciplinary anthology presents new ways of viewing careers or how working lives unfold over time

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions With the ubiquity of these practices there is now an increasingly urgent need to close this divide Discrimination and Diversity Concepts Methodologies Tools and Applications provides a critical look at race gender and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields Including innovative studies on anti discrimination measures gender discrimination and tolerance this multi volume book is an ideal source for professionals practitioners graduate students academics and researchers working in equality as well as managers and those in leadership roles

*Diploma in International Human Resource Management - City of London College of Economics - 3 months - 100% online / self-paced* City of London College of Economics, Overview In this diploma course you will deal with all aspects of International Human Resource Management Content HRM in Europe HRM in East Asia HRM in Developing Countries Composing an International Staff Women s Role in International Management And much more Duration 3 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and we ll send you the assignment questions Study material The study material will be provided in separate files by email download link

*International HRM* , **Research Methods For Business** Uma Sekaran,Roger Bougie,2016-06-27 Research Methods for Business A Skill Building Approach is a concise and straightforward

introduction for students to the world of business research The skill building approach provides students with practical perspectives on how research can be applied in real business situations Maintaining Uma Sekaran s popular and accessible style of writing Roger Bougie draws upon his extensive experience in the field to present an up to date guide on business research which is ideal for aspiring managers The seventh edition has been fully revised and updated to include cutting edge examples and enriched pedagogical features designed to improve student learning outcomes There is now an increased emphasis on the relationship between the scientific and the pragmatic approaches to research while the key concepts are explored and applied to real life research throughout the book     *Research Methods for Business, with eBook Access Code* Roger Bougie,Uma Sekaran,2025-12-08 Master the tools and techniques needed to design conduct and analyze research projects effectively Research Methods for Business 9th Edition explains the principles and practices of using a systematic organized research approach facilitating the development of effective solutions to business challenges Designed to help students view research from the perspective of management this leading textbook guides readers through the entire business research process while fostering a deeper understanding of how to conduct rigorous relevant and ethical research WILEY ADVANTAGE Provides a clear student friendly introduction to business research with an informal and accessible writing style Covers a wide range of business research methods and practices used in areas such as human resources management strategic management operations management finance and accounting Integrates real world case studies and examples from various business disciplines to illustrate key concepts Emphasizes both scientific and pragmatic approaches to research to ensure a well rounded understanding Enhances critical thinking and problem solving skills through structured exercises and hands on activities AN INTERACTIVE MULTIMEDIA LEARNING EXPERIENCE This textbook includes access to an interactive multimedia e text Icons throughout the print book signal corresponding digital content in the e text Videos Research Methods for Business integrates abundant video content developed by the authors to complement the text and engage readers more deeply Interactive Self Scoring Quizzes Concept Check Questions at the end of each section provide immediate feedback helping readers monitor their understanding and mastery of the material Downloadable Files Additional Cases and SPSS Data Sets can be found throughout the text helping students further engage with the content     **Creating Sustainable Work Systems** Jan Forslin,Peter Docherty,A.B. (Rami) Shani,2005-07-05 Current trends reveal that increasing intensity at work has major consequences at individual organizational and societal levels New organizational approaches to work are needed so the balance between intensive and sustainable work can be achieved yet there are no guiding models theories or examples on how this can be done In exploring the development of sustainable work systems this book analyzes these problems and provides the basis for designing and implementing sustainable work systems based on the idea of regeneration and the development of human and social resources Shedding light on the emerging work systems this book describes existing problems and paradoxes The researchers from various academic disciplines and institutions in the US and

Europe consider the existing possibilities and emerging solutions and explore alternatives to intensive work systems

*Dual-Earner Families* Suzan Lewis, Dafna Izraeli, Helen M Hootsmans, 1992-02-21 Addressing a significant gap in the literature to date this book focuses on dual earner families in the international context It brings together contributions from a range of countries and continents to examine the issues and developments for dual earner families located in different socio cultural political and economic systems In particular the book explores the ways in which dual earner couples in these different contexts are reconstructing gender and family roles to balance the demands of work and the family **Striving for Balance** S. Gayle Baugh, Sherry E. Sullivan, 2016-01-01 The Research in Careers series is designed in five volumes to provide scholars a unique forum to examine careers issues in today's changing global workplace What makes this series unique is that the volumes are connected by the use of Mainiero and Sullivan's 2006 Kaleidoscope Career Model KCM as the organizing framework and the theme underlying the volumes In this volume *Striving for Balance* we consider how individuals seek a healthy alignment between work and nonwork In addition to building upon the established literature on work family conflict the chapters in this volume also examine the reciprocal positive influences between work and nonwork considering such issues as balancing work with commitments to others including spouse partner children elderly relatives friends and the community Chapters 1 and 2 of this volume focus on macro issues surrounding work nonwork balance specifically studying the effectiveness of organizational policies In Chapter 1 Westring Kossek Pichler and Ryan explore if there is a gap between an organization's adoption of work nonwork policies and its offering of a supportive environment for the employees use of such policies In Chapter 2 Purohit Simmers Sullivan and Baugh draw from social exchange theory and the compensation literature to examine how employees' satisfaction with their organization's discretionary i.e. not legally required support initiatives influences their work related attitudes and personal well being Chapters 3 and 4 examine balance from a micro perspective focusing on generational differences in balance as well as how individuals' reactions to work nonwork conflicts influence career outcomes In Chapter 3 Stawiski Gentry and Baranik study balance using the lens of generational differences exploring the relationship between work life balance and promotability for members of the Baby Boom generation and Gen X In Chapter 4 Boyd Keeney Sinha and Ryan discuss their qualitative analysis of how 1,359 university alumni's reactions to work life conflict events shaped their career choices including entry participation and attrition decisions Their approach offers a different lens to examine work life conflict Chapters 5 and 6 provide two perspectives on where scholars should focus their future research efforts in studying work nonwork balance In Chapter 5 van Emmerik Bakker Westman and Peeters provide a conceptual examination of the processes that affect work family conflict family work conflict and the overall resulting work nonwork balance or imbalance In Chapter 6 Bataille offers a multi dimensional definition of work family balance and develops a framework which recognizes the dominant dimensions of work family balance Women and Careers Carol Konek, Sally L. Kitch, 1994 The first volume of its kind *Women and Careers* is a must for scholars students and

professionals in management and organization studies gender studies and the sociology of work and gender



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