

SNRE QUALITY OF WORKLIFE STUDY

REPORT ON SOURCES OF SNRE FACULTY STRESS (Survey-1)

Raymond De Young
1998, 1999, 2000

1998 Business Worklife Study A Sourcebook

**Institute of Medicine, National
Research Council, Division of
Behavioral and Social Sciences and
Education, Board on Children, Youth,
and Families, Committee on Family and
Work Policies**

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The 1998 Business Work-life Study Ellen Galinsky, James T. Bond, 1998 This study surveyed a representative sample of 1 057 companies with 100 or more employees to assess how U S companies are responding to the work life needs of the nation s changing workforce Specifically the study sought to identify the extent to which companies provide benefits programs and policies and create supportive workplace environments addressing employees work life needs and the characteristics of companies most likely to provide this assistance and support The findings indicated that companies typically allowed workers to leave work to attend school child care functions employees were also allowed to return to work gradually following childbirth adoption Only 10 percent of company representatives thought that using flexible time and leave policies jeopardized employees advancement opportunities Companies were more likely to provide low cost child care options such as dependent care assistance plans than high cost options such as on site child care More than half the companies provided Employee Assistance Programs addressing work life issues Twelve percent of companies offered some type of program for teenage children of employees Companies were most likely to train supervisors in managing diversity and least likely to have career counseling programs for women Almost all companies offered health insurance for full time employees but only 33 percent offered benefits to part time employees Companies most likely to provide work life program and supportive work environments were involved in finance insurance real estate services were larger had a larger proportion of top executive positions filled by women or minorities a larger percentage of women or part time employees a lower percentage of hourly or union employees a larger number of company sites and reported difficulty in filling positions

The Role of Business in Fostering Peaceful Societies Timothy L. Fort, Cindy A. Schipani, 2004-11-11 Originally published in 2004 this book offers a fresh approach to understanding responsible business practice Global protests against multinational companies often give the misleading impression that the interests of multinationals and of peaceful societies are at odds By contrast Fort and Schipani contend not only does business benefit from a peaceful environment but it can in fact effectively foster peace through adopting responsible and open working methods Firms that promote economic development that allow external evaluation of their affairs and that build a sense of community both within the company and in their local areas make a great contribution to building a more harmonious culture Relevant for academics and practitioners the book shows how companies can encourage collaborative working across borders discourage corruption and create citizenship and problem solving practices which tend to reduce violence and increase social harmony

EFFECTIVENESS OF WORK-LIFE BALANCE PRACTICES IN EMPOWERING WOMEN IN IT AND ITES INDUSTRY Dr. LAVANYA L., **Work, Family, Health, and Well-Being** Suzanne M. Bianchi, Lynne M. Casper, Rosalind Berkow King, 2006-04-21 This volume grows out of the 1st conference sponsored by the NICHD This is an interdisciplinary project and there are potential markets in I O psychology sociology family studies demographics economics anthropology and

social work Women and Men at Work Irene Padavic, Barbara F. Reskin, 2002-07-09 Author order on title cover reads Irene Padavic and Barbara Reskin *From Work-Family Balance to Work-Family Interaction* Diane F. Halpern, Susan Elaine Murphy, 2013-06-17 This volume will discuss measures of work family conflict policies designed to reduce conflict comparisons with other industrialized nations and reasons why family friendly work policies have not been adopted with enthusiasm Handbook on Well-Being of Working Women Mary L. Connerley, Jiyun Wu, 2015-07-27 This handbook provides an overview and synthesis of relevant literature related to the issue of the well being of working women This focus addresses a gap that currently exists in the quality of life and well being fields The work of the authors answers the following broad questions Does gender matter in the well being of working women Do prejudices against and stereotypes of women still play a role in inter personal interactions in the workplace that could hinder women from flourishing professionally Does the organizational context such as organizational culture reward systems and leadership contribute to the well being of working women What impact does the national context have on the well being of working women And finally how can public policies help enhance the well being of working women These are important issues for academics researchers and graduate students interested in gender issues in the fields of management sociology psychology social psychology economics and quality of life studies Policy makers and practitioners will also find this book beneficial Equitable treatment and outcomes for all regardless of gender remains a challenging goal to achieve with various barriers in different contexts and different cultures and this book provides strong coverage of this important topic of well being of working women *Engaging Business Partners* , 1999

The Working Mother's Guide to Life Linda Mason, 2002 After you've made the decision to return to work following the birth of a child you may still wonder Am I doing the right thing for my family and How on earth do I make this work Now The Working Mother's Guide to Life sets out to offer you hundreds of answers to these types of questions from nuts and bolts advice such as finding top notch child care and stress free ways to manage your household to more complex issues like separating from your child without feeling guilty and creating a rich strong family culture that will thrive regardless of whether or not you are working Author Linda Mason herself a working mom and founder of an award winning company that cares for the children of working parents across the country provides a reassuring practical and comprehensive guide based on interviews with more than 100 successful working mothers from diverse backgrounds Here are countless strategies and tips from these experts on everything from household chores and returning to work with a newborn to finding communities of support Building the Three Pillars of Success A supportive workplace a partner in parenting and excellent child care Running a household holding down a job and thriving while keeping it all together from getting food on the table to getting out the door in the morning Setting your priorities including nurturing your family satisfying your employer and taking care of your own needs Tips from caregivers on how to help your children blossom and grow in a variety of child care settings *Stress and Quality of Working Life* Ana Maria Rossi, Pamela L. Perrewé, Steven L. Sauter, 2006-03-01 This book was developed for

the 2005 International Stress Management Association Conference in Brazil The original book was recently published in Portuguese but because of the popularity of the topics and the world renowned stress scholars who contributed chapters we are very pleased to have the opportunity to publish this work in English A book on the subject is intended to be an additional tool containing information on stress and ways of dealing with pressures and demands because we know that the level of stress will continue to increase We believe that only through information and here you will be able to find the experience and opinion of some of the greatest and best professionals of the world in this field people will manage to live better and more balanced lives This is what ISMA BR wishes and hopes for Have a good reading This volume provides a series of comprehensive summaries of what is now a fast growing literature aimed at understanding the causes effects and prevention of stress in the workplace It begins with three chapters on different sources of stress at work ranging from organizational factors to attributes of workers themselves

Gurus, Hired Guns, and Warm Bodies Stephen R. Barley, Gideon

Kunda, 2011-10-16 Over the last several decades employers have increasingly replaced permanent employees with temporary workers and independent contractors to cut labor costs and enhance flexibility Although commentators have focused largely on low wage temporary work the use of skilled contractors has also grown exponentially especially in high technology areas Yet almost nothing is known about contracting or about the people who do it This book seeks to break the silence Gurus Hired Guns and Warm Bodies tells the story of how the market for temporary professionals operates from the perspective of the contractors who do the work the managers who employ them the permanent employees who work beside them and the staffing agencies who broker deals Based on a year of field work in three staffing agencies life histories with over seventy contractors and studies of workers in some of America's best known firms the book dismantles the myths of temporary employment and offers instead a grounded description of how contracting works Engagingly written it goes beyond rhetoric to examine why contractors leave permanent employment why managers hire them and how staffing agencies operate Barley and Kunda paint a richly layered portrait of contract professionals Readers learn how contractors find jobs how agents negotiate and what it is like to shoulder the risks of managing one's own employability The authors illustrate how the reality of flexibility often differs substantially from its promise Viewing the knowledge economy in terms of organizations and markets is not enough Barley and Kunda conclude Rather occupational communities and networks of skilled experts are what grease the skids of the high tech matrix economy where firms become way stations in the flow of expertise

The Older

Worker and the Changing Labor Market Judith G Gonyea, 2013-09-13 As the country's workforce ages the changing labor market must address unique challenges as well as surprising opportunities This book presents leading scholars and researchers providing valuable insights into the challenges facing older workers in the contemporary workplace as well as offering perspectives on the demands presently being placed on employers to adapt to and accommodate the needs of these workers The book focuses on the analysis of current trends in older workers work family and personal life issues and ways to

transform today's workplace to value older workers This book offers practitioners the opportunity to fully grasp the current situation for older workers by presenting the latest research This helpful resource provides professionals with best practices and innovative approaches to support aging employees The volume is extensively referenced and contains several tables to clearly present data It is a valuable text for employers human resources professionals employee assistance programs work family professionals gerontologists and aging studies professionals educators and students This book was published as a special issue of the Journal of Workplace Behavioral Health Resources in Education ,1999-04 *Understanding Ethics and Responsibilities in a Globalizing World* Maria Cecilia Coutinho de Arruda,Boleslaw Rok,2015-12-21 This book contemplates the ethics of responsibility in a large range of meanings consequences and impacts It reflects the perspectives and reasoning of 24 authors from all continents All chapters are original papers presented at the Fifth World ISBEE Congress that took place in Warsaw Poland at the Kozminski University on 11-14 of July 2012 In this book ethics and responsibility are considered essential traits of character not only in the business or governmental arenas but in any initiative decision and activity The contributions to this book focus on a spectrum of themes terms and concepts the global corporate social responsibilities perspective covering impacts challenges analysis criticism consequences of important topics of real life sustainability international economy and regimes corruption poverty and violence among others The book is intended for academics researchers and professionals in all continents who are dedicated to Ethics Business Ethics Corporate Social Responsibility Social Innovation and Sustainability Management **Handbook of Work-Family Integration** Karen Korabik,Donna S. Lero,Denise L. Whitehead,2011-04-28 In today's industrialized societies the majority of parents work full time while caring for and raising their children and managing household upkeep trying to keep a precarious balance of fulfilling multiple roles as parent worker friend child Increasingly demands of the workplace such as early or late hours travel commute relocation etc conflict with the needs of being a parent At the same time it is through work that people increasingly define their identity and self worth and which provides the opportunity for personal growth interaction with friends and colleagues and which provides the income and benefits on which the family subsists The interface between work and family is an area of increasing research in terms of understanding stress job burn out self esteem gender roles parenting behaviors and how each facet affects the others The research in this area has been widely scattered in journals in psychology family studies business sociology health and economics and presented in diverse conferences e g APA SIOP Academy of Management It is difficult for experts in the field to keep up with everything they need to know with the information dispersed This Handbook will fill this gap by synthesizing theory research policy and workplace practice organizational policy issues in one place The book will be useful as a reference for researchers in the area as a guide to practitioners and policy makers and as a resource for teaching in both undergraduate and graduate courses *Working Families and Growing Kids* Institute of Medicine,National Research Council,Division of Behavioral and Social Sciences and Education,Board on Children,

Youth, and Families, Committee on Family and Work Policies, 2003-05-15 An informative mix of data and discussion this book presents conclusions and recommendations for policies that can respond to the new conditions shaping America's working families Among the family and work trends reviewed Growing population of mothers with young children in the workforce Increasing reliance of nonparental child care Growing challenges of families on welfare Increased understanding of child and adolescent development Included in this comprehensive review of the research and data on family leave child care and income support issues are the effects of early child care and school age child care on child development the impacts of family work policies on child and adolescent well being and family functioning the impacts of family work policies on child and adolescent well being and family functioning the changes to federal and state welfare policy the emergence of a 24/7 economy the utilization of paid family leave and an examination of the ways parental employment affects children as they make their way through childhood and adolescence The book also evaluates the support systems available to working families including family and medical leave child care options and tax policies The committee's conclusions and recommendations will be of interest to anyone concerned with issues affecting the working American family especially policy makers program administrators social scientists journalist private and public sector leaders and family advocates

The Human Resources Program-Evaluation Handbook Jack E. Edwards, John C. Scott, Nambury S. Raju, 2003-07-22 The Human Resources Program Evaluation Handbook is the first book to present state of the art procedures for evaluating and improving human resources programs Editors Jack E. Edwards, John C. Scott and Nambury S. Raju provide a user friendly yet scientifically rigorous how to guide to organizational program evaluation Integrating perspectives from a variety of human resources and organizational behavior programs a wide array of contributing professors consultants and governmental personnel successfully link scientific information to practical application Designed for academics and graduate students in industrial organizational psychology human resources management and business the handbook is also an essential resource for human resources professionals consultants and policy makers

Work and Family in the New Economy Samantha K. Ammons, Erin L. Kelly, 2015-02-25 This volume will focus on innovative research examining how the nature of paid work intersects with family and personal life today This collection of cutting edge research will be instrumental in shaping the next wave of work family scholarship

Betriebliche Familienpolitik Irene Gerlach, Helmut Schneider, 2012-08-16 Die Vereinbarkeit von Beruf und Familie hat sich nicht zuletzt vor dem Hintergrund der demografischen Veränderungen zu einem gesellschaftlichen und betrieblichen Schlüsselthema entwickelt Während das Ziel einer besseren Vereinbarkeit von Beruf und Familie heute ein breiter gesellschaftlicher Konsens besteht sind hinsichtlich der konkreten Ausgestaltung und der betrieblichen wie gesellschaftlichen Wirkungen noch viele Fragen offen Der Band beantwortet diese Fragen und beinhaltet konzeptionelle und methodische Arbeiten sowie die Ergebnisse unterschiedlicher empirischer Studien zum betrieblichen Familienbewusstsein Alle Beiträge sind im Rahmen des Forschungszentrums Familienbewusste Personalpolitik entstanden

das die Thematik in einem interdisziplinären Zugang seit dem Jahre 2005 systematisch erforscht **Towards a Democratic Division of Labour in Europe?** Van Dongen, Walter, 2009 This book analyses male violence against women and children and the mechanisms society develops to push it out of sight

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