

Gender Differences in Life-Work Balance and their Impact on Female Occupational Choice and retention

Differences Life Work Balance Occupational Retention

JE Gale



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Gendered Occupational Differences in Science, Engineering, and Technology Careers Prescott, Julie, Bogg, Jan, 2012-09-30 This book provides an overview of women in male dominated fields specifically in science engineering and technology and examines the contributing factors in this concern Provided by publisher *Psychological Experiences and Responses in the Global South Amidst and Ahead of the Covid-19 Pandemic* Nelesh Dhanpat, Madelyn Geldenhuys, Shuan Ruggunan, The COVID 19 pandemic has led to increased strain and mental health problems due to changing working conditions Given the existential nature of the pandemic it remains crucial to establish employee effectiveness resilience and agility and to particularly understand the long term psychological impact the pandemic might have on workplaces It is essential to recognize how workplaces cope with work from home challenges and hybrid working beyond the crises Building a narrative in our understanding of the psychological cognitive and physical experiences and responses of workplaces is critical It provides the opportunity to help craft the way forward for organizations and employees *Managing the Next Generation of Public Workers* Madinah F Hamidullah, 2015-09-16 Managing the Next Generation of Public Workers is a fresh and energetic look at the changing climate of diversity in the public and nonprofit workplace The workforce of the twenty first century represents unparalleled complexity Baby Boomers GenX GenY and Millennials Although that diversity may be challenging and often overwhelming for public managers Madinah Hamidullah emphasizes the potential strengths that can be drawn from complex multigenerational relationships This handbook offers public and nonprofit managers the tools necessary to address generational differences and questions such as How do the newer generations in the workplace differ on such fundamentals as work ethic family values and retirement horizons Are they recruited differently and do they expect a different mix of benefits perhaps a better work life balance as a tradeoff for a lower salary How can diverse generational perspectives in the workplace add value by questioning old traditional assumptions Will approaches to organizational decision making necessarily change as new generations take over The book is for public and nonprofit managers who recognize the challenges of managing a multigenerational workforce and are therefore seeking helpful insights This volume is a roadmap not only for human resource HR managers but for all managers who must address the complexities of the human condition complexities that are complicated by the most rapid succession of workforce generations that we have yet seen Effective Strategic Management Practices in Finance Kadugala Aniceto, John W. Nguri, Maria Eduarda, Emi Shimizu, Abisola Akinyemi, 2025-03-24 TOPICS IN THE BOOK Role of Public Private Partnerships PPPs in Enhancing Oil Sector Development in South Sudan The Influence of External Environmental to the Relationship between Infrastructure Financing and Success in Implementation of Kenya Vision 2030 Public Capital Projects Role of Green Business Practices in Enhancing Corporate Reputation in Brazil Effect of Corporate Governance on Financial Performance in Publicly Listed Companies in Japan Influence of Work Life Balance Policies on Employee Job Satisfaction in Multinational Companies in

Nigeria **Multigenerational Communication in Organizations** Michael G. Strawser, Stephanie A. Smith, Bridget Rubenking, 2021-05-10 Multigenerational Communication in Organizations explores generational differences in the changing workplace from a communication perspective Starting from the reality that a workplace can contain up to five different generations these chapters examine topics like generational perceptions on the job search process organizational culture organizational identification organizational crises the dark side of workplace communication remote working and future challenges Outlines of best practices and suggestions for application are provided based on the most recent data and corresponding literature The authors also develop a data forward understanding of Generation Z in context This book is ideal for both scholars and practitioners in organizational communication and management as well as for workplace managers and supervisors

Insights Into Digital Business, Human Resource Management, and Competitiveness Ordóñez de Pablos, Patricia, Lytras, Miltiadis D., Alkhalidi, Afnan, Malik, Sawsan, 2025-01-31 The digital and green transition is reshaping industries and economies driving innovation and sustainable growth across the globe By leveraging emerging technologies and intellectual capital governments and companies can foster long term competitiveness and resilience in a rapidly evolving landscape Understanding how different regions navigate this shift provides valuable insights into best practices and potential challenges The alignment of human resource and knowledge management strategies with digital transformation plays a crucial role in ensuring inclusive adaptive and future ready economies This transition not only boosts economic progress but also addresses global environmental and social goals paving the way for more sustainable development Insights Into Digital Business Human Resource Management and Competitiveness analyzes business human resource management and information technologies in different regions and discusses implications for companies and governments It is crucial to understand the key role of new and emerging technologies for the digital transformation of economies and societies and build more resilient and fair societies Covering topics such as social capital corporate social responsibility and circular economy this book is an excellent resource for industry leaders policymakers business owners human resource managers professionals researchers scholars academicians and more

New Generations at Work: Attracting, Recruiting, Retaining and Training Generation Y , *Multidisciplinary Approaches to AI, Data, and Innovation for a Smarter World* Singh, Sonia, Hadoussa, Slim, Arumugam, Thangaraja, Rajest, S. Suman, 2025-04-23 The rapid evolution of AI data science and emerging technologies is reshaping industries economies and societal interactions on an unprecedented scale These advancements drive innovation in areas such as healthcare finance transportation and environmental sustainability offering transformative solutions while also raising critical ethical and regulatory challenges As AI systems become more integrated into processes multidisciplinary collaboration is essential to ensure transparency fairness and accountability The responsible development and deployment of AI will determine its long term impact shaping a future where technology aligns with human values and social progress Multidisciplinary Approaches to AI Data and Innovation for a Smarter World examines the

technical basis ethical issues social repercussions and prospects of AI driven progress It guides readers through the complex and ever changing world of AI driven transformation preparing them to contribute to a future where technology serves humanity responsibly Covering topics such as blockchain machine learning and social media this book is an excellent resource for academicians researchers industry professionals policymakers business leaders entrepreneurs students educators and more Leadership and Workplace Culture in the Digital Era Al-A'ali, Ebtihaj,Masmoudi, Meryem,2022-10-28

Digital technologies are transforming the world especially within the business realm There is a need to comprehend the changes related to digital transformation for both the present and future Such comprehension enables businesses to achieve success and sustainability It is of the utmost importance that business leaders are both aware of this digital transformation and that they shape their leadership strategies and approaches accordingly Leadership and Workplace Culture in the Digital Era explores leadership changes in light of the advancements in the digital era It further discusses the role of leadership in relation to business strategies and investigates future leadership styles and their implementation Covering topics such as technological stress employee commitment and leadership development this premier reference source is an essential resource for business executives and managers human resource managers IT managers government officials students and faculty of higher education librarians researchers and academicians **Research on Professional Responsibility and**

Ethics in Accounting Cynthia Jeffrey,2016-11-07 Volume 20 of Research on Professional Responsibility and Ethics in Accounting brings together a range of articles exploring the professional responsibilities of accountants codes of conduct which affect them and securities regulations **Managing Diversity and Inclusion** Jawad Syed,Mustafa

Ozbilgin,2019-12-09 Written and edited by leading experts in the field this authoritative account sets UK and European practices firmly within a global context It offers an in depth and contextual account of enduring contemporary and cutting edge theories and approaches to diversity and inclusion management With workforce demographics changing rapidly high profile cases of discrimination in the news and new legislation coming into force it is more crucial than ever that organisations understand and effectively manage workplace diversity not only to increase business outcomes but to create an inclusive workplace in a socially responsible manner This second edition includes an engaging new chapter on social class and diversity as well as a range of new mini case studies on contemporary issues and themes such as intersectionality and autism employment Packed with learning features to encourage critical analysis and help you link theory to real world practice Managing Diversity and Inclusion offers an in depth and contextual account of enduring and cutting edge discussions and approaches to diversity and inclusion management *An Introduction to Human Resource Management* Michael L. Nieto,2017-09-16 Through a practical integrated approach this text offers a concise and accessible introduction to Human Resource Management Contemporary and up to date with engaging cases and activities throughout readers are fully involved in the learning process with exercises and questions introducing them to important topics **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

Psychology for Business Success Michele A. Paludi, 2013-03-25 This comprehensive four volume work presents practical up to date recommendations in areas impacting all job applicants and employees including work life balance diversity management performance recruitment training programs and employee conflict This four volume set uniquely integrates legislation management theories and social science research to cover a variety of human resource management topics such as leadership and managerial styles generational conflict in the workplace techniques for evaluating employee performance and workplace violence In addition best practices for policies investigation procedures and implementing training programs are covered all information that can result in dramatic improvements in the workplace environment and business success Every recommendation in this set is reflective of as well as responsive to the needs of employees The overall objective of the work is to provide readers with effective management strategies to work strategically ethically honestly and effectively with people Additionally the contents emphasize the importance of gaining an understanding of the strategic influences on managing people for example documenting the connections between business and psychological strategies like effective listening

Public Personnel Management Norma M. Riccucci, 2017-08-09 Public Personnel Management has served as an essential concise reader for public personnel and human resource management courses in the fields of public administration political science and public policy over the last 25 years Since the first edition published in 1991 the book has offered professors and students alike an in depth look at cutting edge developments beyond standard textbook coverage to provide a broad understanding of the key management and policy issues facing public and nonprofit HRM today Original chapters are written expressly for the text by leading public administration scholars each focusing on specific and often controversial concerns for public personnel management such as pensions gender and sexuality healthcare unions and a multi generational workforce Now in an extensively revised sixth edition Public Personnel Management presents new original chapters to examine developments of interest to researchers and practitioners alike including remote working cybersecurity public service motivation the abandonment of traditional civil service at the state and local levels the Affordable Care Act and its implications for practice pension systems and labor relations affirmative action social equity legislation surrounding LGBT rights and as the field of public personnel management becomes more internationalized a chapter addressing public personnel management across Europe This careful and thoughtful overhaul will ensure that Public Personnel Management remains a field defining book for the next 25 years

Human Resource Management Ngugi Diana Wanjiku, Fred Domiano Musinya, Josphat Mwit, Hadija Halake Dida, Joshua Karani Magambo, 2022-06-28 TOPICS IN THE BOOK A

Comparative Analysis on the Relationship between Organizational Culture and Service Quality in Public and Private Universities in Kenya An Investigation of the Relationship between Work Environment Practices and Employee Retention in International Non Governmental Organizations in Nairobi County Kenya The Relationship between Career Advancement and Job Satisfaction among Teachers in Selected Public Secondary Schools in Igembe North Kenya Relationship between Change Management and the Implementation of the Human Resource Information System in Isiolo County Government Kenya COVID 19 Conflicts and Emerging Leadership Characteristics A Qualitative Study Great Teachers Great Britain. Parliament. House of Commons. Education Committee,2012 Additional written evidence is contained in Volume 3 available on the Committee website at www.parliament.uk/education-committee

Handbook of Research on Human Resources Strategies for the New Millennial Workforce Ordoñez de Pablos, Patricia,Tennyson, Robert D.,2016-11-17 This title is an IGI Global Core Reference for 2019 as it is one of the best selling reference books within the Business and Management subject area since 2016 This publication provides the timeliest research on human resources challenges and strategies in managing millennials within the workforce Containing over 20 chapters contributed by industry leading scholars in over 30 different countries including the United States United Kingdom Thailand and more this comprehensive reference source is ideal for managers professionals upper level students and researchers The Handbook of Research on Human Resources Strategies for the New Millennial Workforce is an authoritative reference source for the latest scholarly research on theoretical frameworks and applications for the management of millennials entering the professional realm Focusing on methods and practices to enhance organizational performance and culture this book is ideally designed for managers professionals upper level students and researchers in the fields of human resource and strategic management

'Making Sense' of Human Resource Management in China Malcolm Warner,2013-09-13 This edited work attempts to make sense of recent developments in the field of Human Resource Management in the People s Republic of China It attempts to see how the paradoxes and contradictions engendered by contemporary Chinese society are being resolved in the enterprises and workplaces of the Middle Kingdom The book starts with an overview of the literature then follows with a selection of micro oriented concerned with topics like recruitment and retention then macro oriented empirical studies a number of the latter dealing with strategic as well as performance issues with last those comparing sets of societal cultural values It attempts a synthesis of what has emerged from recent research on the harmonious society These contributions from authors based in universities in eight countries in Australia Canada China Hong Kong Japan Taiwan United Kingdom and USA cover a wide range of research on HRM from the micro to the macro Six of them teach and or research at campuses on the Mainland Their empirical field based research covers the last half decade and presents a robust picture of both what practitioners have adopted and how researchers have tried to make sense of what they have investigated This book was based on a special issue of Intl Journal of Human Resource Management

Making a Difference Peter Hernon,Nancy Rossiter,2006-12-30

Leadership is separate from but integral to management and library directors today and for the foreseeable future can be expected to play an institutional role as they lead the library to contribute towards the mission of their college and university. Similarly new courses in library leadership now accompany more traditional ones on managing organizations and information resources. However much of the literature on LIS leadership represents a distilled application of principles and practices borrowed from other disciplines with few reports of research from the library field. Conceived as a companion to *The Next Library Leadership* Libraries Unlimited 2003 *Making a Difference* includes not only a discussion of effective attributes but of issues central to the development of leadership qualities strategies and dispositions. Essential reading for anyone interested in advancing the quality of leadership within LIS particularly academic librarians in or aspiring to positions of managerial leadership.

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














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