

Volume 1




Contemporary Occupational Health Psychology

Global perspectives on
research and practice

Edited by
Jonathan Houdmont and Stavroula Leka



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Contemporary Occupational Health Psychology Global Perspectives On Research And Practice Volume 1

**Ute-Christine Klehe, Edwin A. J. van
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Diversity in Coaching Jonathan Passmore, 2013-05-03 Published with the Association for Coaching Diversity in Coaching explores the impact and implication of difference in coaching The book looks at how coaches can respond to issues of gender generational cultural national and racial difference Understanding how diversity impacts upon coaching is a crucial element to coaching effectively in today s diverse society and can give coaches the edge when responding to their coachees need Written by an international team of coaching professionals the book provides guidance on understanding diversity and how coaches can adapt coaching styles and techniques to meet individual needs local demands and cultural preferences It explores the impact and implication of difference in coaching providing practical information to help coaches respond effectively to issues of diversity

Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 Corporate Wellness Programs offers contributions from international experts examining the planning implementation and evaluation of wellness initiatives in organizations and offering guidance on how to introduce these programs in to the workplace *Presenteeism at Work* Cary L. Cooper, Luo Lu, 2018-08-23 Coming to work sick may do more harm than staying home for the employee the team and the firm Whilst the cost of absenteeism in organizations has been widely acknowledged and extensively examined the counter issue of presenteeism has only recently attracted scholarly attention as a phenomenon that harms employee wellbeing disrupts team dynamism and damages productivity This volume brings together leading international scholars from diverse scientific backgrounds including occupational psychology health and medicine to provide a pioneering review of the subject International in scope the collection incorporates both Western and East Asian perspectives making it an informative resource for multinational companies seeking to formulate human resource strategies and better manage their culturally diverse workforce It will also appeal to scholars and graduate students researching human resource management organization studies organizational health and organizational psychology **Social Issues in the Workplace: Breakthroughs in Research and Practice** Management Association, Information Resources, 2017-11-30 Corporations have a social responsibility to assist in the overall well being of their employees through the compliance of moral business standards and practices However many societies still face serious issues related to unethical business practices Social Issues in the

Workplace Breakthroughs in Research and Practice is a comprehensive reference source for the latest scholarly material on the components and impacts of social issues on the workplace Highlighting a range of pertinent topics such as business communication psychological health and work life balance this multi volume book is ideally designed for managers professionals researchers students and academics interested in social issues in the workplace *Essentials of Occupational Health Psychology* Christopher J. L. Cunningham,Kristen Jennings Black,2021-06-23 *Essentials of Occupational Health Psychology* provides a thorough overview of Occupational Health Psychology OHP with a focus on empowering readers to take appropriate and reasoned action to address a wide variety of worker health safety and well being challenges that are present in working situations all over the world Although relatively new as an area of specialization OHP research and intervention efforts are already having major impacts on the way work is done around the world Each of the twelve chapters in *Essentials of Occupational Health Psychology* addresses an essential aspect of OHP with a consistent emphasis on putting what is known about that area into practice Topics include essential background information regarding the history of OHP and major areas of OHP research and practice such as work related stress and recovery psychological and physical demands and resources interpersonal mistreatment work and nonwork role dynamics and safety Each chapter features a discussion of why these topics are important to workers and organizations as well as pertinent evaluation and or intervention recommendations to help readers better understand what they can do to improve worker health safety and well being and how to convince others of the value of such efforts Additional supplements within each chapter include a set of targeted learning objectives to help structure student reading and in class discussion focused discussion questions pertinent media resources to provide current examples of these topics and professional profiles based on interviews conducted by the authors with fourteen well known and widely respected OHP researchers and practitioners *Essentials of Occupational Health Psychology* is valuable to graduate and advanced undergraduate students as well as working professionals who are interested in learning how to manage work environments that support worker health safety and well being The chapters in this text could also provide supplemental reading for training and development workshops for professionals in related disciplines who could benefit from a better understanding of the psychology associated with work experiences *The Role of the Economic Crisis on Occupational Stress and Well Being* Pamela L. Perrewé,Jonathon R. B. Halbesleben,Christopher C. Rosen,2012-10-19 Workers experience an increasingly uncertain future and many have been forced to search for jobs in a highly competitive market In this volume we call upon the field s leading researchers to examine how economic conditions relate to occupational stress and well being **Wellbeing at Work in a Turbulent Era** Paula Brough,Gail Kinman,2024-07-05 This book provides a comprehensive examination of the physical and mental health challenges facing workers today focusing particularly on the social technological and political consequences of the COVID 19 pandemic Delving into core perceptions of work culture chapters also map out ways of thinking about wellbeing at work in the future to make

workplaces healthier and more productive Stress and Quality of Working Life Ana Maria Rossi,James A. Meurs,Pamela L. Perrewé,2015-10-01 It is an unfortunate reality that many employees experience elevated levels of stress at work Feeling stressed has impacts beyond mere emotions For example a survey of European Union member states found that 28% of employees reported stress related illness or health issues and studies in the USA have found that over 25% of employees reported that they are often or very often burned out by their work Also not all stress should be or can be eliminated as many industries and jobs are highly demanding in their nature Therefore it is important that employees employers clinicians and researchers endeavor to develop a better understanding of workplace stressors and how employee health and well being can be improved This book can help individuals and organizations better appreciate stressors faced by employees It showcases research by over two dozen authors in twelve chapters focusing on the interpersonal and occupation based sources of workplace stress as well as how to alleviate work stress Coworkers supervisors and others with whom a person works can have a dramatic influence on the degree of stress a worker experiences and it is often the interpersonal conflict that is unrelated to one s job that is the most difficult to manage In addition the context of a person s work also influences the degree and type of stressors they encounter at work and this book examines several occupations and their associated stress We hope that these findings provide ways for individuals and organizations to enhance the well being of employees

Psychosocial Safety Climate Maureen F. Dollard,Christian Dormann,Mohd Awang Idris,2019-08-24 This book is a valuable comprehensive and unique reference text on Psychosocial Safety Climate PSC a new work stress theory It proposes a new PSC theory concerning the corporate climate for workers psychological health its origins and implications for work stress and provides a critique of current research and theories It provides a comprehensive review of all PSC studies to date The chapters discuss state of the art empirical evidence testing PSC theory in relation to management roles organisational resilience corruption organisational status cultural perspectives illegitimate tasks high PSC work groups PSC variability in work groups etc They investigate outcomes such as psychological distress emotional exhaustion depression worry engagement health cognitive decline personal initiative boredom cynicism sickness absence and productivity loss in various workplace settings across many countries This unique book allows practitioners to rapidly update practical measures benchmarks and processes and provides students and trainees with an introduction to PSC and important concepts and methods quantitative and qualitative in occupational health with leads to further sources Students as well as experts on occupational health and safety human resource management occupational health psychology organisational psychology and practitioners unions and policy makers will find this book highly informative It covers relevant materials for undergraduate and postgraduate education drawing upon the concepts topics and methods diary multilevel longitudinal qualitative data linkage within the multidisciplinary occupational health area Technology, Management and Business Rajnish Kumar Misra,Archana Shrivastava,Charu Sijoria,2023-06-27 Advanced Series in Management Volume 31 offers cutting edge

research from an international range of academics who engage with the potential opportunities and challenges of digitization in the workplace

The Oxford Handbook of Job Loss and Job Search Ute-Christine Klehe, Edwin A. J. van Hooft, 2018
Combining current knowledge from psychology sociology labor studies and economics The Oxford Handbook of Job Loss and Job Search presents one of the first comprehensive overviews of the knowledge and research on job loss and job search It provides readers with suggestions for further research and offers hands on practical advice

The Oxford Handbook of Job Loss and Job Search Ute-Christine Klehe PhD, Edwin van Hooft PhD, 2018-05-08 Job search is and always has been an integral part of people s working lives Whether one is brand new to the labor market or considered a mature experienced worker job seekers are regularly met with new challenges in a variety of organizational settings Edited by Ute Christine Klehe and Edwin A J van Hooft The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search Multidisciplinary in nature Klehe van Hooft and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied such as psychology sociology labor studies and economics Discussing the antecedents and consequences of job loss as well as outside circumstances that may necessitate a more rigorous job hunt this Handbook presents in depth and up to date knowledge on the methods and processes of this important time in one s life Further it examines the unique circumstances faced by different populations during their job search such as those working job to job the unemployed mature job seekers international job seekers and temporary employed workers Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes As a result this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed Further it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss unemployment career transitions outplacement and job search

The Wiley Blackwell Handbook of the Psychology of Positivity and Strengths-Based Approaches at Work Lindsay G. Oades, Michael Steger, Antonelle Delle Fave, Jonathan Passmore, 2020-01-07 A state of the art psychological perspective on positivity and strengths based approaches at work This handbook makes a unique contribution to organizational psychology and HRM by providing comprehensive international coverage of the contemporary field of positivity and strengths based approaches at work It provides critical reviews of key topics such as resilience wellbeing hope motivation flow authenticity positive leadership and engagement drawing on the work of leading thinkers including Kim Cameron Shane Lopez Peter Clough and Robert Biswas Diener

Power, Politics, and Political Skill in Job Stress Christopher C. Rosen, Pamela L. Perrewé, 2017-08-31 This volume focuses on the connections between social influence processes broadly defined e g power politics political skill and influence and employee stress health and well being

Applied Behavior Science in Organizations Ramona A. Houmanfar, Mitch Fryling, Mark P. Alavosius, 2021-09-30 Applied Behavior Science in Organizations provides a compelling overview of the history of

Organizational Behavior Management OBM and the opportunity it presents for designing and managing positive work environments that can in turn have a positive impact on society The book brings together leading experts from industry and research settings to provide an overview of the historical approaches in Organizational Behavior Management It begins with an introduction to recognized practices in OBM and the applications of fundamental principles of behavior analysis to a variety of performance problems in organizational settings The book then highlights how organizational practices and consumers behavior combine in a complex confluence to meet an organization s goals and satisfy consumer appetites whilst often unintentionally affecting the wellbeing of organizational members It argues that the science of behavior has a responsibility to contribute to the safety health and wellbeing of organizational members consumers of organizational products and beyond Finally the book recognizes the essential role of organizations in initiating shaping and sustaining the development of more nurturing and reinforcing work environments through discussion of the need for innovation while adapting and responding to growing social upheaval technological advances and environmental concerns alongside crises in the global economy health education and environment Showcasing emerging work by internationally recognized scholars on the application of behavior science in organizations the book will be an essential read for all students and professionals of Organizational Behavior Management as well as those interested in using organizational applications to create new models of management

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