

CREATING SUSTAINABLE WORK SYSTEMS

Edited by Peter Doolittle, Mark Mars and R. M. Anthony Davis

Creating Sustainable Work Systems Developing Social Sustainability

**Sita Vanka,Madasu Bhaskara
Rao,Swati Singh,Mallika Rao
Pulaparthi**

Creating Sustainable Work Systems Developing Social Sustainability:

Creating Sustainable Work Systems Peter Docherty, 2008 Since the first edition of this book was published the subject of sustainability has risen to the forefront of thinking in almost every subject within business and management Tackling the latest developments and integrating practical perspectives with rigorous research this new edition sheds light on a vital aspect of working life Current trends reveal that increasing intensity at work has major consequences at individual organizational and societal levels Sustainability in work systems thus requires a multi stakeholder approach emphasising a value based choice to

Creating Sustainable Work Systems, 2009 *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

Creating Sustainable Work Systems Peter Docherty, Mari Kira, A.B. (Rami) Shani, 2008-10-30 Since the first edition of this book was published the subject of sustainability has risen to the forefront of thinking in almost every subject within business and management Tackling the latest developments and integrating practical perspectives with rigorous research this new edition sheds light on a vital aspect of working life Current trends reveal that increasing intensity at work has major consequences at individual organizational and societal levels Sustainability in work systems thus requires a multi stakeholder approach emphasising a value based choice to promote the concurrent development of various resources in the work system This sustainability grows from intertwined individual and collective learning processes taking place within and between organizations in collaboration 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 The authors who are leading researchers and practitioners from around the world consider the existing possibilities and emerging solutions and explore alternatives to intensive work systems

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

Human Factors for Sustainability Andrew Thatcher, Klaus J. Zink, Klaus Fischer, 2019-06-14 This book deals with the central question of how human factors and ergonomics HFE might contribute to solutions for the more sustainable

development of our world The contents of the book are highly compatible with the recent political agenda for sustainable development as well as with sustainability research from other disciplines The book aims to summarize and profile the various empirical and theoretical work arising from the field of Human Factors and Sustainable Development in the last decade The book gives a systematic overview of relevant theoretical concepts their underlying philosophies as well as global application fields and case studies *The Future of Employment Relations* A. Wilkinson,K. Townsend,2011-10-26 EPUB

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 **Sustainable Operations Strategies** Annachiara

Longoni,2014-08-13 This book provides detailed guidance on how sustainability in terms of the triple bottom line can be developed in operations strategies via human resource management HRM and organizational practices such as teamwork training and employee involvement The impacts of HRM and organizational practices on environmental and social sustainability trade off optimization and the triple bottom line are carefully analyzed with attention to aspects including organizational responsibility and worker commitment to sustainability Valuable tips are offered on formulation and implementation of sustainable operations strategies and in addition the alignment of lean manufacturing and the triple bottom line is addressed in a dedicated section The background to the book and the reason for its topicality is the difficulty that companies are experiencing in defining and implementing effective sustainability programs that enhance environmental social and economic sustainability and optimize possible trade offs Moreover although the operations management literature has focused mainly on technical aspects HRM and organizational practices may also be relevant in enhancing programs effectiveness and directly impacting sustainability 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

Human Resource Management Jawad Syed,Robin Kramar,2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition s success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking

Sustainable Development: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2017-10-31 To maintain a healthy ecosystem for contemporary society and for future generations policies must be implemented to protect the environment This can be achieved by consistent evaluation of new initiatives and strategies Sustainable Development Concepts Methodologies Tools and Applications is a comprehensive source of scholarly information on the latest research for sustainability concerns across a multidisciplinary perspective Highlighting a broad range of innovative topics such as renewable energy urban development and green technologies this multi volume book is ideally designed for academics researchers professionals students and practitioners interested in the preservation of the environment

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

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

Sustainable Human Resource Management Mariusz Sołtysik, Małgorzata Tyrańska, Katarzyna Piwowar-Sulej, Tri Siwi Agustina, 2024-08-22 Global trends favor balanced development integrating socio economic and environmental aspects Sustainable development emphasized by international organizations and the UN's Sustainable Development Goals has evolved into Industry 5.0 Unlike Industry 4.0 Industry 5.0 prioritizes social justice and sustainable development focusing on human centricity ecological balance and resilience It advocates for circular processes reduced waste and lowered environmental impact The transition to a green economy requires bottom up efforts from eco entrepreneurs In the era of knowledge based economies enterprises emphasize sustainable development including the transition to Sustainable Human Resource Management SHRM SHRM combines sustainability with a soft approach to human resources fostering trust teamwork and employee commitment However literature on SHRM lacks a universally accepted definition This monograph aims to bridge gaps through theoretical and empirical examinations of connections between sustainable HR practices and Industry 5.0 identifying competencies needed for effective implementation within this framework The study contributes to the understanding of the evolving relationship between Industry 5.0 and sustainable HR practices setting the stage for further research

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 *Achieving UN Sustainable Development Goal 8: Economic Growth and Decent Work For All* Lotta Dellve, Sharon Fonn, Gunnar Köhlin, Katrin Skagert, 2025-03-21 This book brings together knowledge on how to achieve the UN Sustainable Development Goal 8 to bring societal change through sustainable economic growth and decent work for all by 2030 At its core is the great challenge of achieving economic growth without compromising the environment while ensuring respect for fundamental human rights and in particular the right to employment with equal and safe work conditions This book provides a critical analysis of Sustainable Development Goal SDG 8 in the 2030 Agenda its targets and indicators to reveal biases tensions and contradictions that need to be addressed to achieve this goal and to guide policymaking The role and potential of academia to contribute to achieving this SDG is scrutinized Chapters examine and assess specific targets for SDG 8 which includes policies resource efficiency youth employment child labour and sustainable tourism Higher education institutions tools for capacity building are presented examining how education and academic research can play a role in achieving the SDG 8 targets Overall this book offers a synthesis of how research and higher education can make a difference in achieving a complex SDG This book will be of great interest to academics and professionals working on the United Nations Sustainable Development Goals and can be used as a policymaking guide for 2030 and beyond *Handbook of Sustainability Science in the Future* Walter Leal Filho, Anabela Marisa Azul, Federica Doni, Amanda Lange Salvia, 2023-08-14 Humanity will have to cope with many problems in the coming decades for instance the world population is likely grow to 8.8 billion people by 2035 Also changing climate conditions are negatively affecting the livelihoods of millions of people In particular environmental disasters are causing substantial damages to properties From a social perspective the inequalities between rich and poor nations are becoming even deeper and in many countries conflicts between national and international interest groups are intensifying The above state of affairs suggest that a broader understanding of the trends which may lead to a more sustainable world is needed especially those which may pave the way for future developments In other words we need to pave the way for sustainable futures Consistent with this reality the proposed Encyclopedia of Sustainability Futures aims to identify document and disseminate ideas experiences and visions from scientists member of nongovernmental organisations decision makers industry representatives and citizens on themes and issues which will be important in

pursuing sustainable future scenarios In particular the publication will focus on scientific aspects as well as on social and economic ones also considering matters related to financing and infra structures which are important in pursuing a sustainable future The Encyclopedia of Sustainability Futures will involve the contributing authors in line with the principle of co generation from across a wide range of disciplines e g education and social sciences natural sciences engineering the arts languages etc with papers adopting a long term sustainability perspective with a time horizon until 2050 The focus will be on themes which are felt as important in the future and the chapters are expected to interest and motivate a world audience This book is part of the 100 papers to accelerate the implementation of the UN Sustainable Development Goals initiative

Responsible Innovation Management Hing Kai Chan, Martin J. Liu, Jie Wang, Tiantian Zhang, 2022-09-14 This book features state of the art studies on the responsible innovation management It illustrates the innovative methods from socio economic and sustainable development dimensions and specifically mentions digitalisation s dark side technology application challenges and enterprises management issues The selected works contain enormous new case studies exploring ways to improve the development of related industries from responsible innovation perspectives It covers about the multidisciplinary areas and hence it fosters close collaboration between researchers in diverse fields such as social science economics and engineering Researchers corporate executives and engineers in these areas can benefit from the book

Ergonomics and Human Factors for a Sustainable Future Andrew Thatcher, Paul H.P. Yeow, 2018-04-04 This book focuses on different sustainable products and services such as electrical vehicles green buildings and biophilic and biomimetic systems at multiple hierarchical levels within its chapters The authors reflect on individual organisational governmental political and moral considerations of how Human Factor Ergonomics can build a sustainable future This book is a must read for anyone concerned with environmental issues and sustainability

Enjoying the Melody of Term: An Emotional Symphony within **Creating Sustainable Work Systems Developing Social Sustainability**

In some sort of consumed by monitors and the ceaseless chatter of immediate conversation, the melodic beauty and psychological symphony developed by the prepared term often disappear into the backdrop, eclipsed by the relentless noise and disruptions that permeate our lives. However, nestled within the pages of **Creating Sustainable Work Systems Developing Social Sustainability** a charming literary value filled with fresh feelings, lies an immersive symphony waiting to be embraced. Constructed by an outstanding composer of language, that fascinating masterpiece conducts visitors on a mental trip, skillfully unraveling the concealed melodies and profound affect resonating within each carefully constructed phrase. Within the depths of this emotional analysis, we can examine the book is key harmonies, analyze their enthralling writing fashion, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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