

NAVIGATING THE RETURN-TO-WORK EXPERIENCE FOR NEW PARENTS

MAINTAINING WORK-FAMILY WELL-BEING



Work And Organization Maintaining Work And Family

Jeffrey H. Greenhaus, Gary N. Powell

Work And Organization Maintaining Work And Family:

The ^AOxford Handbook of Work and Family Tammy D. Allen, Lillian T. Eby, 2016-05-17 The Oxford Handbook of Work and Family features 35 chapters from leading scholars that focus on the worker family organization community and how these issues intersect It includes razor sharp reviews of long standing topics of interest fresh ideas to propel work family research in new directions and evidence based practical recommendations to improve organizational practices Work and Family Nuria Chinchilla, Aline D. Masuda, Mireia Las Heras, 2010 Parents around the globe are facing the common challenges of balancing family and work And the need has never been more urgent for organizations to recognize how having a family impacts an employees creativity productivity and performance Here is a useful guide to help leaders implement country sensitive work family policies and create family responsible environments in which employees can carry out their work and still be fully engaged with their families In nine chapters Balancing Work and Family Reviews and addresses the unique cultural social political and economic climates in the United States Latin America North America Europe Asia and Africa Provides practical recommendations based on solid international research Presents theory as well as vivid accounts of employee experiences from different geographical regions and cultural backgrounds Shares examples and business cases illustrating best practices from companies in these regions The books perspective is truly global with chapters written by international authors It brings together a diverse team including an academic expert who has conducted rigorous studies on work family conflict a lawyer who addresses the legal environment in some countries and a practitioner with hands on experience with real employers and employees Each chapter presents an overview of the factors in a specific region impacting work family integration the main challenges to individuals and organizations solutions companies have implemented and many examples of the processes companies use to foster family responsible cultures. The authors make a strong case that it is the job organizational leaders not HR professionals to direct change in this important area The Cambridge Handbook of the Global Work-Family Interface Kristen M. Shockley, Winny Shen, Ryan C. Johnson, 2018-04-26 The Cambridge Handbook of the Global Work Family Interface is a response to growing interest in understanding how people manage their work and family lives across the globe Given global and regional differences in cultural values economies and policies and practices research on work family management is not always easily transportable to different contexts Researchers have begun to acknowledge this conducting research in various national settings but the literature lacks a comprehensive source that aims to synthesize the state of knowledge theoretical progression and identification of the most compelling future research ideas within field The Cambridge Handbook of the Global Work Family Interface aims to fill this gap by providing a single source where readers can find not only information about the general state of global work family research but also comprehensive reviews of region specific research It will be of value to researchers graduate students and practitioners of applied and organizational psychology management and family studies

Organizational Strategies for Work-Life Balance Dong-Jin Lee, M. Joseph Sirgy, 2024-06-25 This book provides a systematic review of the research literature related to the effectiveness of organizational policies and programs on work life balance WLB It discusses policies and practices related to workload management flextime flexplace alternative job arrangements and family care Based on the evidence the authors make specific recommendations to organizational executives and HR directors to design and implement work life balance policies and programs to maximize their effectiveness and help employees achieve their optimal level of work life balance Specifically the authors discuss how to 1 identify employees with greater need for WLB programs 2 evaluate environmental circumstances for WLB programs 3 design effective WLB policies and programs 3 facilitate effective implementation of WLB policies and programs 4 provide management support for WLB policies and programs and 5 evaluate performance of WLB policies and programs Written lucidly by experts in the field and with many case studies and examples this book appeals to a wide range of academic and professional readers The Work and Family Handbook Marcie Pitt-Catsouphes, Ellen Ernst Kossek, Stephen Sweet, 2015-11-30 This handbook will be a welcomed source of information on work and family issues for a variety of students and academics in fields of social work psychology sociology organizational behavior human resource management business and other disciplines Expanding the Boundaries of Work-Family Research S. Poelmans, J. Greenhaus, M. Las Heras Maestro, Mireia Las Heras Maestro, 2013-01-02 With contributions from thirty authors from fifteen countries this is a white book for international work family research and practice The authors offer a bold look at the future and provide guidelines for future research focusing on applied international work family research Making Work and Family Work Jeffrey H. Greenhaus, Gary N. Powell, 2016-07-22 Making Work and Family Work investigates the difficult choices that contemporary employees must face when juggling work and family with a view to identifying the smart choices that all parties involved society employers employees and families should make to promote greater work life balance Leading scholars Jeffrey Greenhaus and Gary Powell begin by identifying the factors that work against an employee's ability to be effective and satisfied in their work and family roles From there they examine a variety of factors that impact the decision making process that employees and their families can use to enhance employees feelings of work family balance and families well being Covering a comprehensive set of topics and perspectives this fascinating book will appeal to upper level students of human resource management organizational behavior industrial organizational psychology sociology and economics as well as to thoughtful and engaged professionals Fathers in Work Organizations Brigitte Liebig, Mechtild Oechsle, 2017-04-24 This book is dedicated to the role of work organizations when it comes to the realization of an active fatherhood Firstly it deals with barriers for active fatherhood and its correlating mechanisms of inequality Which aspects of discrimination and social closure do fathers face today if they assert a claim for active fatherhood and with what kind of barriers are they confronted Secondly capabilities of fathers are addressed Which is their possible scope of action who are

relevant actors what is the effect of policies and programs on change and organizational learning with respect to fatherhood Strategies for Attracting, Maintaining, and Balancing a Mature Workforce Hughes, Claretha, 2019-12-27 There is no end in sight as the Fourth Industrial Revolution becomes more prevalent across the world Artificial intelligence AI is making it imperative that machines and technology be integrated within the workplace As the workforce ages there has to be a way to acquire the tacit and explicit knowledge of these workers The fields of human resource development and workforce development must lead in efforts to train and develop these workers for continuous technological change Strategies for Attracting Maintaining and Balancing a Mature Workforce is an essential reference source that examines efforts for engaging retaining and utilizing an aging workforce in a workplace that is increasingly becoming more technology centered and provides reskilling and upskilling strategies to address the skills gaps The title compiles vital human resource and workforce development strategies that assist these professionals with helping all employees at all levels within the workforce attain work keep their jobs and grow in their development to assist others Featuring research on topics such as organizational culture career learning and agile workforce this book is ideally designed for managers executives recruiters hiring professionals managing directors human resources professionals business researchers industry professionals academicians and students **Work-Family Dynamics** Berit Brandth, Sigtona Halrynjo, Elin Kvande, 2017-02-17 Work life integration is an increasingly hot topic in the media social research governments and in people's everyday lives. This volume offers a new type of lens for understanding work family reconciliation by studying how work family dynamics are shaped squeezed and developed between consistent or competing logics in different societies in Europe and the US The three institutions of state family and working life and their under explored primary logics of regulation morality and economic competitiveness are examined theoretically as well as empirically throughout the chapters thus contributing to an understanding of the contemporary challenges within the field of work family research that combines structure and culture Particular attention is given to the ways in which the institutions are confronted with various moral norms of good parenthood or motherhood and ideals for family life Likewise the logic of policy regulation and gendered family moralities are challenged by the economic logic of working life based on competition in favour of the most productive workers and organizations Demonstrating different aspects of what is behind and between the logics of state regulation morals and market this innovative volume will appeal to students teachers and researchers interested in areas such as family studies welfare state studies social policy studies work life studies as well as and gender studies Work-Life Balance Fiona Jones, Ronald J Burke, Mina Westman, 2013-04-15 What are the effects of conflict between home and work Does work stress affect those who live with you In the rapidly changing modern work environment time pressures seem ever increasing and new technology allows work to be conducted any time and anywhere These are just two of the factors that make it more and more difficult for working men and women to integrate work and home life Consequently there is a need for flexible and innovative solutions to manage the

work home interface Work Life Balance A Psychological Perspective presents up to date information on work home issues including the latest research findings The book s emphasis is strongly psychological with a focus on practical solutions and includes chapters which deal with psychological issues such as the conflict between work and family how work stresses may affect partners and recovery from work It also includes sections on legal issues as well as examples of initiatives being implemented by leading employers Contributors are drawn from the leading researchers in their fields and reflect the international character of the current challenges facing employers and employees Its practical focus and innovative approach make this an essential book for managers HR professionals and organizational psychologists as well as students in these disciplines The theoretical basis and research focus mean the book will also be invaluable for researchers investigating workplace issues The SAGE Encyclopedia of Industrial and Organizational Psychology Steven G. Rogelberg, 2016-09-27 The well received first edition of the Encyclopedia of Industrial and Organizational Psychology 2007 2 vols established itself in the academic library market as a landmark reference that presents a thorough overview of this cross disciplinary field for students researchers and professionals in the areas of psychology business management and human resources Nearly ten years later SAGE presents a thorough revision that both updates current entries and expands the overall coverage adding approximately 200 new articles expanding from two volumes to four Examining key themes and topics from within this dynamic and expanding field of psychology this work offers a truly cross cultural and global perspective and Work Beyond 2000 Birger Rapp, Paul Jackson, 2012-02-02 The fifth International Telework Workshop was held in Stockholm in the fall of 2000 The conference was attended by almost 100 participants from all continents of the world It therefore covered a broad range of subjects relating to Telework Its success was in some part due to the work of the program committee composed of Birger Rapp General Chairman Maarten Botterman Geoff Dick Gil Gordon Ursula Huws Paul Jackson Peter Johnston Patricia L Mokhtarian Victor de Pous Lars Qvotrup Wendy Spinks and Reirna Suomi After the conference we decided to write a book on the theme Organization and the future after 2000 Many of the participants as well as others were invited to contribute a chapter of about ten pages The resulting book of almost 400 pages therefore provides a comprehensive overview of ongoing research in the field of Telework Birger Rapp and Paul Jackson edited the book The intended audience for this book spans disciplinary and professional boundaries It primarily relates to the disciplines of Business and Management Studies Information Management E commerce and E business In a broader sense it relates to Sociology Media Studies and Economics Gender in Management Gary N. Powell, 2023-12-04 In the Sixth Edition of Gender in Management author Gary N Powell provides a comprehensive survey and review of the literature on sex gender and organizations With the title change from Women and Men in Management to Gender in Management the new edition adopts a more inclusive lens that acknowledges the diverse identities and experiences within the gender spectrum Fully updated sections on intersectionality public events such as COVID 19 and the Black Lives Matter movement and the

prevalence of AI in hiring decisions provide context to the evolving nature of gender in the workplace and society Powell provides specific research based strategies for promoting an organizational culture of nondiscrimination diversity and inclusion Leadership, Learning, Well-being, and Justice in Educational Organizations José Matias Alves ,Mireia Tintoré, Lídia Jesus Pecegueiro Serra, 2025-03-21 Educational leadership is a pivotal factor influencing student learning second only to direct classroom instruction Leaders in educational settings are tasked with shaping a collective vision for inclusion and fostering a school culture centered on social justice and well being ensuring success for every student The role of leadership in mobilizing and inspiring purposeful interdependent action through a shared vision is crucial for leveraging teachers professional capital fostering a climate of innovation and inclusion and enhancing teachers agency and learning cultures within educational organizations Despite the diversity of leadership styles ranging from toxic to transformational laissez faire to instructional and charismatic to servant understanding their effects is essential especially given the pressing need to construct new inclusive educational environments Current research highlights the importance of educational leadership practices that promote personal professional organizational and social well being yet there remains a significant gap in comprehensively understanding how these practices can be optimized to foster quality teaching and inclusive learning

Corporations, Businesses, and Families Roma S. Hanks, Marvin B. Sussman, 1990 Corporations Businesses and Families offers a comprehensive look at the relationship between family systems and work organizations Discussions ranging from work family issues of the past such as the decline of the role of the family in the workplace during the rise of labor unions to current trends toward increased corporate provision of child care introduce a historical overview of the changes in work family relationships from various perspectives Special topics of interest include methodological strategies for researchers investigating work family issues within the corporation perspectives of minority families in corporate work settings and family responsiveness in military organizations In addition to examining the relationship between the corporation and the families of its employees the authors explore the systems of management and succession in family run corporations and businesses and the family business aspects of teleministries Researchers students human resource managers and business policymakers will benefit from the information in this authoritative new book The trends and issues identified in this illuminating volume will be useful in planning corporate initiatives that affect families and in training students in business and social science programs where work family issues are of interest Navigating the Return-to-Work Experience for New Parents Maria Karanika-Murray, Cary Cooper, 2020-02-18 Parenthood can be one of the most fulfilling altering and challenging life events This book is set within the background of the reality of many parents return to work experience the task of re engaging with work and maintaining a job or a career and the difficulties that parenthood poses for balancing the demands of a new family with the demands of work It helps us understand this reality give voice to new parents and offer relief in the knowledge that we know a lot about these challenges and most importantly how we can start to

address them The book brings together a number of internationally recognized experts from research practice and policy to explore the issues and offer evidence based solutions around return to work after having children It takes a balanced approach to theory and practice to cover topics such as equality stereotypes work family conflict training and development and workplace culture among others whilst integrating research and policy and illustrating learnings with case studies from parents and examples from countries that lead the way It will appeal to parents researchers and employers in any sector or economy across the world Ultimately it will help develop ways for new parents to re engage with work successfully while maintaining their work family well being Top Executives' Work Relationship and Work-Family Balance Eva-Maria Bauer, 2009-11-17 Eva Maria Bauer presents two theoretically grounded taxonomies which describe the different ways how top executives manage their work relationship and work family balance The Oxford Handbook of Gender in Organizations Savita Kumra, Ruth Simpson, Ronald J. Burke, 2014-03-13 The issue of gender in organizations has attracted much attention and debate over a number of years The focus of examination is inequality of opportunity between the genders and the impact this has on organizations individual men and women and society as a whole It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case challenging notions that senior and or influential organizational and political roles remain a masculine domain The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field The Handbook comprises four sections The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations The second section focuses on leadership and management and the gender issues arising in this field contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome The third section considers the gendered nature of careers Here the focus is on guerying traditional approaches to career surfacing embedded assumptions within traditional approaches and assessing potential for alternative patterns to evolve taking into account the nature of women's lives and the changing nature of organizations In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines sub disciplines and conceptual perspectives the Handbook provides a comprehensive view of both contemporary thinking and future research directions Case Research in Public Management David E McNabb, 2014-12-18 Highly readable and non technical this handbook is designed to help students and non profit managers gain a working knowledge of the principles and practices of conducting qualitative case study research in public organizations This book is a motherload of practical and comprehensive guidance to planning conducting analyzing and reporting case research project findings McNabb begins with a detailed rationale for the use of the case research approach

in public administration non profit organizations and political science Then it provides step by step instructions on how to conduct single case multicase and meta analysis research with guidelines on organizing and writing the case report Case Research in Public Management also includes many examples of case studies in a wide range of important topics in public administration including performance management sustainable government technology management security issues emergency and disaster management social and health services infrastructure public transportation and transforming the work of government

Reviewing Work And Organization Maintaining Work And Family: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "Work And Organization Maintaining Work And Family," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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