



INTEGRATING **WORK** **AND** **FAMILY**

CHALLENGES AND
CHOICES FOR A
CHANGING WORLD

EDITED BY

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JEFFREY H. GREENHAUS

Integrating Work And Family

**Saroj Parasuraman, Jeffrey H.
Greenhaus**



Integrating Work And Family:

Integrating Work and Family Life Lotte Bailyn, 2001 **Integrating Work and Family Life** Betty Beach, 1989-01-01

What happens when work and family space are shared Beach examines the lives of home working families and describes the interaction of work and family life Detailed focus on the family system demonstrates how space and time are utilized how spouses and children respond and how the family may perceive home work as an adaptive effort to integrate work and family life Beach highlights the often overlooked role of children in contributing to this home work style Integrating Work and Family Jeffrey H. Greenhaus, Saroj Parasuraman, 1997-05-30 Despite calls for a renewal of family values and the proliferation of corporate work family programs the goal of achieving a healthy balance between the demands of work and a satisfying family life remains elusive Dr Parasuraman Dr Greenhaus and the contributors to this well balanced and thoughtful volume examine this increasingly prevalent social dilemma from a stakeholder perspective They see work family tensions as a multifaceted social issue and they examine the nature and consequences of these tensions from the viewpoints of individuals employers consultants counseling professionals and other service providers Their inclusion of legal cultural international and research perspectives and recognition of the unique concerns of vulnerable groups such as nonexempt employees and ethnic minorities add to the breadth of coverage Academics in the social and behavioral sciences executive decision makers in government and business human resource professionals and employed men and women interested in achieving work life balance will find this volume insightful stimulating and useful The editors have arranged their book into five parts and 21 chapters Part I provides a broad overview of the environmental factors impacting work and family It then identifies the critical issues and challenges facing individuals families and employees in managing the complex interdependencies between work and family roles In Part II they provide a view of the issues from the vantage point of specific stakeholders Part III concentrates on the role of culture in shaping ideology policies and practices concerning work and family and the relationships among them Part IV examines the impact of career development programs on employees and their families It also discusses the effectiveness of alternative career tracks various usages of work family benefits by women and men and the roles employers and employees can play in legitimizing alternative career paths Part V concludes the book by examining the cultural barriers to achieving more effective integration of work and family and by analyzing the appropriate role of key stakeholders in addressing work family problems *Making Integration Work Family Migrants* OECD, 2017-11-10 The OECD series Making Integration Work summarises in a non technical way the main issues surrounding the integration of immigrants and their children into their host countries Each book presents concrete policy lessons for its theme along with supporting examples of good practices *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

The Work and Family Handbook Marcie Pitt-Catsoupes, 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

Handbook of Work_Life Integration Among Professionals Debra A. Major, Ronald J. Burke, 2013-11-29 This innovative study confronts the similarities and differences in women s and men s work_life experiences Individual and organizational solutions to work_family conflict and strategies for work_life enrichment are explored It will strongly appeal t

Work and Life Integration Ellen Ernst Kossek, Susan J. Lambert, 2004-12-13 Work family researchers have had much success in encouraging both organizations and individuals to recognize the importance of achieving greater balance in life Work and Life Integration addresses the intersect between work life and family in new and interesting ways It discusses current challenges in dealing with work life integration issues and sets the stage for future research agendas The book enlightens the research community and informs the public debates on how workplaces can be made more family sensitive by providing contributions from psychologists sociologists and economists who have not shied away from asserting the policy implications of their findings This text appeals to both practitioners and academics interested in seeking ways to create meaningful lives

Integrating Work and Family Saroj Parasuraman, Jeffrey H. Greenhaus, 1997

Work and Family in America Leslie Stebbins, 2001-08-13 Surveying current research findings social trends and public controversies Work and Family in America examines the changing cultures of the workplace family and home Once viewed as a women and day care problem work family now encompasses a vast and complex set of issues Eldercare Fatherhood Telecommuting Pay equity Employee productivity and retention Feminism Child care and childcare development Youth violence Welfare Nontraditional families and family values This extensive overview of this burgeoning field includes everything from a detailed history and statistics comparing trends in the United States and abroad to key legislation and

legal cases It gives biographical sketches of well known activists like Betty Friedan Arle Hothschild and Rosabeth Moss Kanter Lesser known advocates like James A Levine director of the Fatherhood Project at the Family and Work Institute and MIT professor Lotte Bailyn who believes work should be organized around tasks not time are also included Work and Family--Allies or Enemies? Stewart D. Friedman, Jeffrey H. Greenhaus, 2000-06-22 We've come a long way since the classic book *The Organization Man* first introduced the ideal 2 person career a full time male breadwinner and a stay at home wife What typified the 50s good life is in stark contrast to contemporary reality 63% of all married women with children under six years old are in the workforce and 40% of all workers are part of a dual earner couple *Work and Family Allies or Enemies* offers a fresh new lens for viewing the real struggles that business professionals face in their daily battle to find ways of getting a life and having it all Based on a pioneering study that surveyed more than 800 business professionals this volume will help readers understand and deal with the effects of gender professional culture and social expectations on the evolving roles of men and women in crafting an integrated life A rich inspiring and at times disturbing look at how work and family affect the lives of men and women trying to manage the complexities of modern living the authors argue that it is critical to learn how to manage the boundaries between work and family to handle ambiguity to manage multiple tasks simultaneously and to build networks of support at work and in the community *Work and Family Allies or Enemies* offers a prescription for success that requires that all parties individuals employers and society clarify what is important recognize and support the whole person and continually experiment with new ways to achieve meaningful goals **Work and Family** Steven A.Y. Poelmans, 2005-03-23 This edited volume will look at new approaches for enhancing the work family interface individually and in the firm It will look at ways to improve quality of life for women and men in the work forces globally The contributors offer international research *Women in Leadership and Work-Family Integration Volume Two* Kerri Cissna-Heath, Margaret J. Weber, 2016-08-17 Today women are assuming greater roles within the workplace and men are assuming greater roles within the home Both spheres have to be seen as a place where males and females are competent Gersick suggests that women have to let go of the traditional identities related to social role family and work Both men and women have to step into new identities and develop new roles Will the home look different and the workplace be a different environment Absolutely men will do their work in their way within the family and home while women will clarify their identity within the workplace Helgessen and Johnson 2010 describe the female vision which views the world differently than men Women also bring a unique perspective to the workplace This book encourages us to explore embrace and celebrate these new identities within the workplace and the family The Oxford Handbook of Work and Family Tammy D. Allen, Lillian T. Eby, 2016-05-17 The Oxford Handbook of Work and Family examines contemporary work family issues from a variety of important viewpoints By thoroughly examining where the field has been and where it is heading this important volume offers razor sharp reviews of long standing topics and fresh ideas to move work family research and practice in new and necessary directions In providing

comprehensive interdisciplinary cross cultural and cross national perspectives Tammy D Allen and Lillian T Eby have assembled a world class team of scholars and practitioners to offer readers cutting edge information on this rapidly growing area of scientific inquiry The Handbook also includes reviews of historically under studied groups and highlights the important role that technology plays in shaping the work family interface the potential contribution of neuroscience to better understanding work family issues the ways in which work family scholarship and practice can be enhanced through theoretical perspectives and the use of social media to translate important research findings to the public The Oxford Handbook of Work and Family is a roadmap for moving work family scholarship forward while also providing rich descriptive accounts of how major organizations have been able to turn research findings into effective evidence based policies and practices to help adults better manage both work and family responsibilities

Employee Experience, Occupational Health, and Organizational Supportive Factors: From an Integrated Perspective Shengnan Wang, Yongxin Li, Junhua Dang, Dawei Wang, Kai Feng, 2024-04-04 Attracting retaining and motivating employees is one of the most important topics for organizations today To build a competent dedicated and loyal team of employees it is not enough to focus on compensation and benefits Employees need to earn not only financial rewards but also the subjective experience when working in an organization Employee experience is an important part of the overall compensation system which usually includes recognition and appreciation work life balance personal development organizational culture and work environment

Integrating Work Health and Safety into Construction Project Management Helen Lingard, Ron Wakefield, 2019-05-16 Provides insights into how health and safety can be more effectively integrated into the procurement design and management of construction projects This book aims to explore the ways in which technological organizational and cultural strategies can be combined and integrated into construction project management to produce sustained and significant health and safety H S improvements It looks at design and safety practices work organization workforce engagement and learning and offers ideas for producing systemic change Integrating Work Health and Safety into Construction Project Management addresses how best to achieve safety in design through the adoption of a stakeholder management approach It instructs on how to drive H S improvements through supply chain integration and responsible procurement and project management practices It examines the components of a culture for health and safety and the development of a cultural maturity model The book discusses the potential to improve H S through the provision of conditions of work that afford workers a positive work life balance It also covers how advanced technologies and the application of techniques developed from health informatics can support real time analysis and improvement of H S in construction Lastly it looks at the benefits associated with engaging workers and using their tacit H S knowledge to inform work process improvements This text also Provides new and non traditional ways of thinking about H S Focuses on technological organizational and cultural integration Offers a multi disciplinary perspective provided by an internationally recognized research team from the social sciences engineering

construction project management and psychology Presents in detail the collective analysis from a broad ranging ten year program of collaborative research Contains a rich range of industry case studies Integrating Work Health and Safety into Construction Project Management is an excellent resource for academics and researchers engaged in research in construction H S as well as for postgraduates taking construction project management and H S courses It will also be beneficial to consultants policy advisors construction project managers and H S professionals Work-life Integration in Africa Okechukwu E. Amah,Marvel Ogah,2021-03-19 This book examines how individuals and organizations in Africa have found ways to integrate work and life roles effectively It reflects on the notions that while many cultures have embraced women s participation in the workplace African culture has been more resistant to change thereby forcing companies and employees to invent their own solutions This presents its own set of challenges for example African organizations are generally not up to speed with the family friendly policies that are required in the modern workplace the effectiveness of such policies is questionable and there is an increasing realization that work family policies are not the only way to achieve work life integration and others may be considered such as workplace mentoring and introducing incentives With this in mind the authors consider multiple approaches to balancing work and life responsibilities with emphasis on three perspectives namely organizational individual and family and cultural The book highlights and examines the joint responsibility that organizations leaders and individuals have in achieving work life integration Secondly the book considers why work life integration initiatives fail and identifies the sources and remedies for these failures Each chapter discusses the role of the identified dimensions necessary for collective achievement of work life integration while the final chapter sets out further research avenues and a conceptual framework that brings together the findings of the book *The Work-Family Challenge* Suzan Lewis,Jeremy Lewis,1996 The Work Family Challenge takes a critical look at what is often referred to as family friendly employment and addresses the question of how to achieve the cultural change in organisations which meets the needs of the contemporary workforce **The Work-Family Interface** Sampson Lee Blair,Josip Obradović,2018-10-29 This volume focuses upon the complex nature of the work family interface and how families around the globe deal with the inherent dilemmas therein Chapters examine how work affects families in both overt and discrete manners as well as how family life in turn affects paid employment **Monthly Labor Review** United States. Bureau of Labor Statistics,1997 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

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