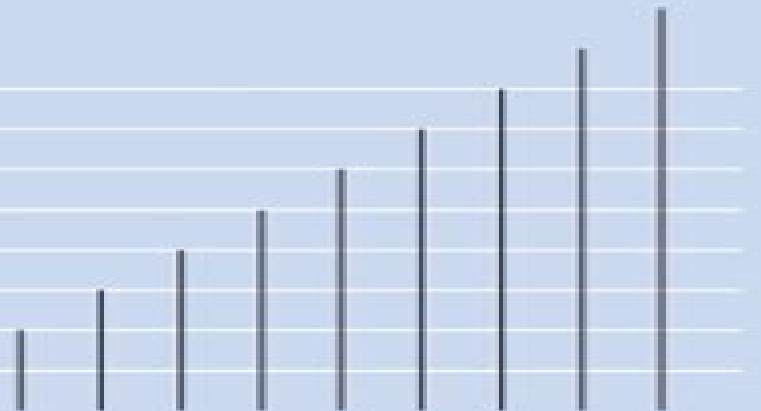


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I-DEALS:  
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# I Deals Idiosyncratic Deals Employees Bargain For Themselves

**Keith Macky, Marie Wilson**



## **I Deals Idiosyncratic Deals Employees Bargain For Themselves:**

**I-deals, Idiosyncratic Deals Employees Bargain for Themselves** Denise M. Rousseau, 2005 Employees with valuable skills and a sense of their own worth can make their jobs pay perks and career opportunities different from those of their coworkers in subtle and not so subtle ways Work at home arrangements flexible hours special projects personally negotiated arrangements like these can be a valuable source of flexibility and personal satisfaction but at the risk of creating inequality and resentment by other employees This book shows how such individual arrangements can be made fair and acceptable to coworkers and beneficial to both the employee and the employer Written by the world's leading expert on the subject I deals Idiosyncratic Deals Employees Bargain for Themselves challenges traditional notions that standardization is the way to create workplace justice The book is filled with real examples cases and supporting data It expands conventional ideas of workplace fairness provides details on the power that workers influence over their employment conditions and spells out how employees and employers can channel this influence into mutually beneficial innovations The book is must reading for students and scholars in the fields of human resource management and organizational behavior and for managers and employees everywhere Idiosyncratic Deals between Employees and Organizations Matthijs Bal, Denise

Rousseau, 2015-09-16 A hot topic in the area of work and organizational psychology with increasing interest among researchers The book provides an accessible overview of i deals suitable for both advanced students and researchers International range of contributors including researchers from the UK US Europe and Asia makes the book both comprehensive and cross cultural Co editor Rousseau's original book on this topic won the George R Terry Award for Best Book 2006 from the Academy of Management *Opportunities and Challenges for Tourism and Hospitality in the BRIC Nations* Dhiman, Mohinder Chand, 2016-09-06 The stability and wealth of a nation's economy is dependent upon the success of various industrial sectors The tourism industry has experienced massive growth in recent years creating more jobs and becoming a source of foreign exchange Opportunities and Challenges for Tourism and Hospitality in the BRIC Nations is a pivotal reference source for the latest scholarly research on the recent developments and contemporary issues within the services sector highlighting cross cultural implications as well as societal impacts of hospitality and tourism on emerging markets Providing insight on managing and maximizing profitability this book is ideally designed for researchers professionals upper level students and academicians involved in the services industry **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 The Oxford Handbook of Lifelong Learning ,2021-06-01 This Handbook provides

a comprehensive and up to date examination of lifelong learning Across 38 chapters including twelve that are brand new to this edition the approach is interdisciplinary spanning human resources development adult learning educational perspective psychology career and vocational learning management and executive development cultural anthropology the humanities and gerontology This volume covers trends that contribute to the need for continuous learning considers psychological characteristics that relate to the drive to learn reviews existing theory and research on adult learning describes training methods and learning technologies for instructional design and explores current and future challenges to support continuous learning

**Strategic HRM and Performance** Alex Vanderstraeten,2018-09-15 This advanced level core textbook examines the role that HRM and HR managers play in developing processes and practices for high performance organisations It is built around a unique conceptual framework that provides a clear and coherent structure for the book Underpinned by recent research in the field and the author s academic expertise the book provides an historical overview of the development of strategic HRM as a field of study before bringing the discussion up to date by examining contemporary topics such as sustainable HRM e HRM and high performance work systems The book extends the focus beyond the firm to include discussions about the role of multiple stakeholders such as trade unions and governments to encourage a deeper understanding of the role of national institutional and cultural issues as well as other external influences This is an essential text for postgraduate and MBA students studying modules on Strategic HRM Advanced HRM or HRM and Performance Management It is also an ideal companion for final year undergraduate modules on specialist HRM degree programmes

**Influencing Organizational Effectiveness** Linda Holbeche,2016-12-08 In this book Linda Holbeche offers an historical narrative on the changing landscape of work since the 1980s and considers how definitions of organizational effectiveness have changed over time She considers the characteristics and effects of the neo liberal work culture of new capitalism and how HRM practices have contributed to shaping this work culture Influencing Organizational Effectiveness challenges mainstream thinking around business strategy change and organizational effectiveness and about the roles of HRM and management While the overall tone of the book is critical Holbeche argues that HRM can play an active role in giving voice to employees and advancing organizational effectiveness Grounded in research this book includes reflective questions case

studies and helpful guidelines to support HRM and organizational development professionals and master s level students It illustrates what better might look like and how HRM can contribute to a new definition of effectiveness which is aligned to the needs of modern organizations      *Research Handbook on Line Managers* Keith Townsend,Anna Bos-Nehles,Kaifeng Jiang,2022-11-11 This timely Research Handbook brings together 24 chapters with a wide range of different theoretical perspectives empirical research and innovative thought provoking ideas relating to an area of organisation and management that has been neglected for many decades line managers      **International HRM in an Uncertain World** Geoffrey Wood,Mehmet Demirbag,Caleb Kwong,Fang Lee Cooke,2022-11-28 This book explores international human resource management IHRM practices in the contexts of high uncertainties It encompasses situations of financial crisis political and civil uncertainty environmental collapse and recession Research on unstable and unpredictable contexts on business and HRM remain relatively scarce and scattered across disciplines This volume brings together recent thinking from a range of different perspectives and methodologies MNEs are often distinguished by the supposedly superior ability to implement highly tactical more robust talent management practices including work based HRM led and international systems in line with the rest of their worldwide operations however they often fall short The chapters in this book explore the how why and when At a theoretical level this collection brings together developments and extensions of a range of salient theories They explore common methodological challenges and ways forward for future researchers on HRM in high contextual uncertainty The chapters in this book were originally published as a special issue of The International Journal of Human Resource Management      *Rewards, Remuneration and Performance* Keith Macky,Marie Wilson,2013-07-01 We all respond to incentives to perform This handy reference looks at the link between the way a business remunerates its employees and that business s ability to gain competitive advantage It explains practical performance based strategies including profit sharing gain sharing merit pay share ownership goal based plans and how to design a system Containing examples and case studies to help illustrate points this user friendly resource is a must have for business owners managers HR professionals and students      Ways of Living P. Blyton,B. Blunsdon,K. Reed,A. Dastmalchian,2009-11-18 This international collection explores aspects of lifestyle and identity societal influences on ways of living the relevance of social networks and geographic communities for lifestyle choices and the significance of organisational policies and practices for lifestyle outcomes

**Managing Team Centricity in Modern Organizations** Brian Murray,James H. Dulebohn,Dianna L. Stone,2022-08-01 Managers are increasingly employing teams as a primary work unit in organizations but they are struggling with how to effectively lead the emerging team structures Intensifying the challenges that they are facing work restrictions due to the Covid 19 pandemic hastened the move to remote work flexible work arrangements and virtual teams The current volume of Research in Human Resource Management presents literature reviews conceptual development and original research evidence to inform the management of teams and spotlight new directions and approaches for team research in this evolving

complex and dynamic environment This ten article volume includes an outstanding roster of established and emerging team scholars who define the future of team management research The volume is presented in four parts PART ONE introduces perspectives on the science of team research Joshua Strauss and James Grand present the systems thinking perspective as an alternative to more traditional IPO and multi level covariation models Patrick Rosopa introduces a machine learning approach to inductive team research for complex networks and dynamic variable relationships PART TWO includes three articles that address team performance Gabe Dickey and colleagues present a model of performance management leadership and engagement Akvile Mockevic iu te and colleagues systematically review the feedback literature for teams and present a model of performance enhancement John Austin provides a qualitative study that steers transactive memory research in a new direction for teams accessing external expertise PART THREE offers two articles on individualized flexible work arrangements among team members and their effect on team outcomes Miriam Baumga rtner and Martina Hartner Tiefenthaler offer script development and a reflexivity process to address the negative impact of uncoordinated team member job crafting Chenwei Liao presents empirical evidence about the team efficacy and performance outcomes from servant leadership in managing the i deals process for team members PART FOUR includes two articles that address the rising presence of virtual teams by looking at electronic communication and its implications for diverse team members Julio Canedo and colleagues review literature regarding diversity and virtual teams to inform the development of a model that links measures of diversity and the intervening experience of diversity types of electronic communication virtual team processes and team outcomes Bill Bommer and James Schmidtke present an empirical study addressing the question of whether team member behavior is different in virtual meetings than face to face and whether there is a gender implication for the change to videoconferencing The volume is designed primarily for scholars in the fields of human resource management organizational behavior and industrial organizational psychology It also serves the needs of instructors and students in master s and doctoral courses in industrial organizational psychology human resource management or organizational behavior Each article is grounded in managerial context that will appeal to practitioners in the field

Current Issues in Work and Organizational Psychology Cary Cooper, 2018-10-03 Current Issues in Work and Organizational Psychology is a series of edited books that reflect the state of the art areas of current and emerging interest in the psychological study of employees workplaces and organizations Each volume focuses on a particular topic and consists of chapters contributed by international experts with an introductory overview written by the editors who are leading figures in their areas For the first time this book offers a comprehensive new collection which gathers together some of the most influential chapters from the series into one volume providing an essential overview of the hottest topics in work and organizational psychology Including 24 chapters by many of the leading researchers in the field the book is split into two parts the individual in the workplace and how individuals are organized at work Topics such as burnout recruitment well being and organizational change are covered

as well as research on emerging topics such as flow humor i deals and socialization With an introduction and conclusion by Professor Sir Cary Cooper this is the ideal companion for any student or practitioner looking for an insightful overview of the most researched topics in work and organizational psychology     Negotiation & Dispute Resolution Beverly J.

DeMarr,Suzanne de Janasz,2018-01-15 Formerly published by Chicago Business Press now published by Sage Negotiation and Dispute Resolution Second Edition utilizes an applied approach to covering basic negotiation concepts while highlighting a broad range of topics on the subject Authors Beverly J DeMarr and Suzanne C de Janasz help students develop the ability to successfully negotiate and resolve conflicts in a wide variety of situations in both their professional and personal lives

*The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v* Deniz S Ones,Neil Anderson,Chockalingam Viswesvaran,Handan Kepir Sinangil,2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two

Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches     Proactivity at Work Sharon K. Parker,Uta K. Bindl,2016-12-01 As organizations grow increasingly complex and unpredictable the topic of proactivity at work has become of great importance for contemporary workplaces Proactivity drives performance and innovation of teams and organizations and boosts individuals well being and careers When individuals are proactive they use their initiative at work to bring about a better future They scan for opportunities persist until change is achieved and take charge to prevent problems future reoccurrence In this book leading scholars on proactivity from across North America Europe Asia and Australia explore how why and when individuals are motivated to initiate change within their organizations or themselves and examine the consequences of various forms of proactivity at work Individual chapters explore specific concepts of proactivity such as proactive voice job crafting and career proactivity as well as highlight individual processes and organizational dynamics that underlie successful proactivity at work By providing insights on key advances and future directions for proactivity theory research and practice Proactivity at Work synthesizes what we already know and identifies what we still need to learn about making things happen at work This book is relevant to all those involved or interested in Work Psychology and Business including Human Resource Management scholars     **Age and psychological contract**

**breach in relation to work outcomes** Pieter Matthijs Bal,2009     **Handbook of Research on International Travel**

**Agency and Tour Operation Management** Chand Dhiman, Mohinder, Chauhan, Vinay, 2019-05-31 Changes within the travel industry such as globalization consumerism and advancements in technology have transformed travel agencies into highly competitive businesses To remain successful new business approaches and models must be created in the global tourism and hospitality industry Travel companies continue to expand their businesses in different countries and seek to collaborate with international entrepreneurs developing the need for cross cultural strategies and policies As travel agencies flourish identifying these business practices is necessary for these organizations to obtain a competitive management model at the global level The Handbook of Research on International Travel Agency and Tour Operation Management gathers the latest methodologies tools models and theories regarding tourism development and sustainability into one comprehensive reference source in order to promote manage and maximize the profitability potential of travel agencies and tour operation services Featuring research on topics such as e marketing medical tourism and online travel this book provides travel agents managers industry professionals researchers academics and students with the necessary resources to effectively develop and implement organizational strategies and models *Work Motivation* Ruth Kanfer, Gilad Chen, Robert D. Pritchard, 2008-06-24 This edited volume in SIOP's Organizational Frontiers Series presents the current thinking and research on the important area of motivation Work Motivation is a central issue in Industrial organizational psychology human resource management and organizational behavior In this volume the editors and authors show that motivation must be seen as a m Handbook of Research on the Psychological Contract at Work Yannick Griep, Cary Cooper, 2019 The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions attitudes and behaviors in the workplace Although the psychological contract has been explored extensively over the last 50 years numerous theoretical conceptual empirical methodological and analytical changes have pushed the field forward As such it is time to take stock and move forward The contributors to this Handbook explore in detail this important component of modern management thinking



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