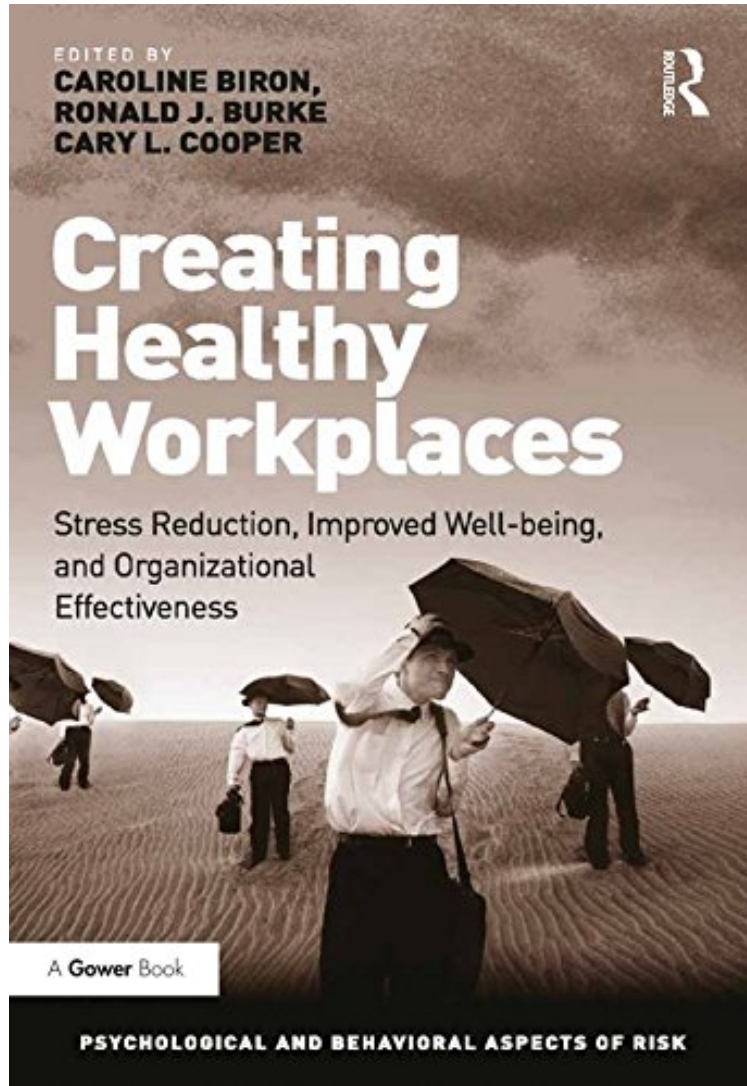


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Creating Healthy Workplaces: Stress Reduction, Improved Well-being, and Organizational Effectiveness (Psychological and Behavioural Aspects of Risk)

Caroline Biron, Ronald J. Burke

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Caroline Biron, Ronald J. Burke : Creating Healthy Workplaces: Stress Reduction, Improved Well-being, and Organizational Effectiveness (Psychological and Behavioural Aspects of Risk) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Creating Healthy Workplaces: Stress Reduction, Improved Well-being, and Organizational Effectiveness (Psychological and Behavioural Aspects of Risk):

The contributions in *Creating Healthy Workplaces* include a number of interventions that relate the efforts undertaken by researchers and organizations together, to reduce stress and improve the mental and physical health of employees through positive change initiatives. Those working in the field of occupational stress have received criticism that too much emphasis has been placed on negative issues and that positive initiatives have been largely ignored. With the growing influence of the positive movement, this book explores the implications of using a positive approach as opposed to a stress management one and compares the types of interventions they each require. From a positive perspective, there is a need to understand the characteristics of healthy, thriving, and flourishing people and organizations. This book explores the implications of using a positive approach as opposed to a stress management one. Some of the interventions described in *Creating Healthy Workplaces* target individuals and their attitudes and behaviours, others target workplace relationships, work units and the wider organization. Outcomes such as reduced occurrences of smoking, obesity, depression, elevated blood pressure, accidents and workplace injuries, presenteeism, absence and staff turnover are reported. The factors associated with the success of these interventions are identified and advice is given as to how interested individuals and organizations might proceed to develop worksite interventions on their own.

'While several books and journal articles have discussed stress-management at work and in organizations, this volume differs in that it builds upon the notion of positive psychology, examining interventions that endeavour not just to reduce stress but also to enhance people's well-being in their work environment. It includes perspectives from practitioners and stress-management researchers, and will appeal to both groups. The wide range of topics covered and the linkage between research and practice will be an especially valuable feature of this book, which I highly recommend for both researchers and practitioners.'

Michael P. O'Driscoll, Professor of Psychology, University of Waikato, New Zealand

A comprehensive review of work stress interventions that captures new innovative approaches to create healthy workplaces. Nicely balanced between theoretical developments and support for practitioners wishing to develop, implement and evaluate their practice. A must for academics, researchers and practitioners.

Philip Dewe, Professor of Organisational Behaviour, Birkbeck College, University of London, UK

About the Author

Caroline Biron, PhD, assistant professor in management at Laval University, Quebec, Canada, received the Best Intervention Award at the 2011 Work, Stress, and Health Conference (APA-NIOSH-SOHP). Her work on the implementation of organizational interventions has been extensively published in both practitioners' guidelines, and scholarly articles and books.

Professor Ronald J. Burke, one of Canada's most prolific researchers, focuses on the relationship between the work environment and individual and organizational health. He was Founding Editor of the *Canadian Journal of Administrative Sciences* and is widely published. He has participated in over 300 management development programs and consulted on organizational effectiveness issues for private and public sector organizations.

Cary L. Cooper, CBE, Distinguished Professor of Organizational Psychology and Health, Lancaster University Management School, England, is author of over 100 books and 400 scholarly articles, and a frequent contributor to national newspapers, TV and radio. He is Founding Editor of the *Journal of Organizational Behavior* and Editor in Chief of the medical journal *Stress Health*.